

# **Village Oaks Elementary 2019-2020 School Improvement Plan**

Village Oaks Elementary School  
Novi Community School District

Dr. Alex Ofili  
23333 Willowbrook  
Novi, MI 48375-3654

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## **Overview**

### **Plan Name**

Village Oaks Elementary 2019-2020 School Improvement Plan

### **Plan Description**

Village Oaks Elementary 19-20 School Improvement Plan

## 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	Village Oaks Elementary will provide an equity of opportunity to all students by honing curriculum, instruction, and assessment.	Objectives: 4 Strategies: 4 Activities: 7	Academic	\$80100
2	Village Oaks Elementary will attend to the core components of a Multi-Tiered Systems of Supports to meet the learning needs of each student	Objectives: 2 Strategies: 2 Activities: 4	Academic	\$53000
3	Village Oaks Elementary will foster a district-wide culture of unity and well-being.	Objectives: 1 Strategies: 1 Activities: 3	Academic	\$45589
4	Village Oaks Elementary will develop and implement strategies to attract and retain high caliber, diverse, and culturally competent faculty staff.	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$3500

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

### Measurable Objective 1:

80% of All Students will demonstrate a proficiency in grade level skills in Science by 06/14/2020 as measured by state and district assessments.

### Strategy 1:

NGSS Training - Science Teachers (Gr.1,2,4), 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.

Category: Science

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

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 (Gr.1,2,4), 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 teachers, Science CAL's, instructional coaches, and administration.

### Measurable Objective 2:

80% of All Students will demonstrate a proficiency in grade level skills in Writing by 06/26/2020 as measured by state and district assessments.

### Strategy 1:

Writing Pathways - 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: 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.

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

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
Writing On-Demand prompts for students K-4 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	08/26/2020	\$31600	General Fund	Classroom teachers, Content Area Leaders (CAL's), Instructional Coaches, Offices of Academics Leadership

**Measurable Objective 3:**

80% of All Students will demonstrate a proficiency in grade level skills in Mathematics by 06/30/2022 as measured by state and district assessments.

**Strategy 1:**

AVMR Training - K-4 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>

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-4 mathematics teachers as well as K-4 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
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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	General Fund	Instructional Coach, Math Interventionist, Office of Academics Leadership
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Activity - AVMR Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	General Fund	Classroom Teachers, Instructional Coaches, Math Interventionists, Building Principal, Office of Academics Leadership

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

**Measurable Objective 4:**

80% of All Students will demonstrate a proficiency in grade level skills in Reading by 06/30/2020 as measured by state and district assessments.

**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 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

Activity - Grade 3/4 Guided Reading Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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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	General Fund	Principal, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team
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**Goal 2: Village Oaks Elementary will attend to the core components of a Multi-Tiered Systems of Supports to meet the learning needs of each student**

**Measurable Objective 1:**

80% of All Students will demonstrate student proficiency (pass rate) through the implementation of research-based intervention system to optimize student growth in Mathematics by 06/20/2020 as measured by internal intervention benchmark assessments in 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

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

Tier: Tier 1

Activity - WIN Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	No Funding Required	Classroom teachers, Math Interventionist, Title I Specialist, building administrators



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Activity - Math Recovery Specialist	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, Title I Specialists, Office of Academics Leadership

**Measurable Objective 2:**

80% of All Students will demonstrate student proficiency (pass rate) through the implementation of research-based intervention system to optimize student growth in English Language Arts by 06/20/2020 as measured by internal intervention benchmark assessments in Language Arts.

**Strategy 1:**

WIN Time - 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 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.

Category: English/Language Arts

Research Cited: 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.

Tier: Tier 1

Activity - WIN Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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 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	\$45000	General Fund	Classroom Teachers, Literacy Specialists, instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership

Activity - MTSS Data Protocol Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<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>General Fund</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>
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**Goal 3: Village Oaks Elementary will foster a district-wide culture of unity and well-being.**

**Measurable Objective 1:**

80% of English Learners students will demonstrate a proficiency in grade level skills in English Language Arts by 06/12/2020 as measured by state and district assessments.

**Strategy 1:**

Title III Resources - 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: Learning Support Systems

Research Cited: How to Teach Students Who Don't Look Like You by Bonnie Davis

Tier: Tier 1

Activity - Title III Classroom Support - Classroom Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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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	Tier 1	Implement	09/02/2019	06/30/2020	\$17459	Title III	Supervisor of EL, Title III Specialists, classroom teachers, building principals
<b>Activity - PLC</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
ESL teachers will collaborate with general education teachers during PLC time to discuss effective instructional practices and create plans to meet the specific needs of our ESL students. ESL teachers will also work with gen. ed. teachers during WIN to support ESL students' needs.	Teacher Collaboration	Tier 1	Implement	09/02/2019	06/19/2020	\$0	No Funding Required	ESL and general education teachers.
<b>Activity - Title III Classroom Support - Classroom Engagement</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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	Tier 1	Implement	09/03/2019	06/19/2020	\$28130	Title III	Office of Academics Leadership, Title III Community Liaison, building principals

## Goal 4: Village Oaks Elementary will develop and implement strategies to attract and retain high caliber, diverse, and culturally competent faculty staff.

### Measurable Objective 1:

80% of Black or African-American, Asian, Bottom 30%, Children in a Military Family, Children in Foster Care, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Homeless, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in grade level skills in Reading by 06/19/2020 as measured by state and district assessments.

### Strategy 1:

Cultural Competency Training - Village Oaks staff will participate in professional learning around equity and cultural competency facilitated by Dr. Jay Marks of Oakland Schools. Staff will also take part in a book study--How to Teach Students Who Don't Look Like You by Bonnie Davis.

Category: School Culture

Research Cited: How to Teach Student Who Don't Look Like You by Bonnie Davis

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Tier: Tier 1

Activity - Cultural Competency Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff will participate in four half day professional development opportunities around cultural competency. All staff members will also take part in a book study which will help foster inclusive practices building wide.	Academic Support Program	Tier 1	Implement	09/02/2019	06/19/2020	\$3500	Title I Schoolwide	Teachers, support personnel, and principal.

## 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
PLC	ESL teachers will collaborate with general education teachers during PLC time to discuss effective instructional practices and create plans to meet the specific needs of our ESL students. ESL teachers will also work with gen. ed. teachers during WIN to support ESL students' needs.	Teacher Collaboration	Tier 1	Implement	09/02/2019	06/19/2020	\$0	ESL and general education 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-4 mathematics teachers as well as K-4 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
Math Recovery Specialist	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	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

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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<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>Grade 3/4 Guided Reading Professional Learning</p>	<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>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/26/2019</p>	<p>06/30/2021</p>	<p>\$10000</p>	<p>Principal, classroom teachers, literacy specialists, instructional coaches, Office of Academics leadership team</p>
<p>On-Demand pre and post writing prompts</p>	<p>Writing On-Demand prompts for students K-4 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.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>09/05/2017</p>	<p>08/26/2020</p>	<p>\$31600</p>	<p>Classroom teachers, Content Area Leaders (CAL's), Instructional Coaches, Offices of Academics Leadership</p>

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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 Principal, Office of Academics Leadership
WIN Time	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 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	\$45000	Classroom Teachers, Literacy Specialists, Instructional Coaches, Title III Specialist, Building Principals, Office of Academics Leadership
Grade Level NGSS Kit Training	Science Teachers (Gr.1,2,4), 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 teachers, Science CAL's, Instructional coaches, and administration.
STEAM - K-6 Media Specialist	K-6 Media Center Specialists will meet three times in the 2019-2020 school year to hone the K-6 STEAM curriculum.	Curriculum Development	Tier 1	Monitor	09/03/2019	06/30/2022	\$1800	K-6 Media Specialists, Office of Academics Leadership

### Title III

## Village Oaks Elementary 2019-2020 School Improvement Plan

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Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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	Tier 1	Implement	09/03/2019	06/19/2020	\$28130	Office of Academics Leadership, Title III Community Liaison, building principals
Title III Classroom Support - Classroom Engagement	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	Tier 1	Implement	09/02/2019	06/30/2020	\$17459	Supervisor of EL, Title III Specialists, classroom teachers, building principals

### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Cultural Competency Training	All staff will participate in four half day professional develop opportunities around cultural competency. All staff members will also take part in a book study which will help foster inclusive practices building wide.	Academic Support Program	Tier 1	Implement	09/02/2019	06/19/2020	\$3500	Teachers, support personnel, and principal.