

# District Improvement Planning Process

01

April 28<sup>th</sup> Met with Principals to discuss the development of SIP, Title I budget, & Parent Engagement Plan

02

June 1<sup>st</sup> Met with principals to discuss district resources, programs, & instructional strategies

03

June 2<sup>nd</sup> Met with teachers to discuss district resources, programs & instructional strategies

04

June 11<sup>th</sup> Met with parents to discuss district resources, programs & services

05

Curriculum and Instruction Team developed District Improvement Plan based upon SIP, Principals', Teachers' & Parents' needs & feedback.

# Stakeholders attending DIP Meeting

## Principal DIP Meeting

- ▶ Dr. DeSheil L. Echols
- ▶ Dyan Perez, C & I
- ▶ Dr. Letha Hopkins-Powell, Whitman
- ▶ Byron Morrison, PMS
- ▶ Burdena Johnson, Alcott

## Teacher DIP Meetings

- ▶ Dr. DeSheil L. Echols,
- ▶ Dyan Perez, C & I
- ▶ Susana Llanes, Alcott
- ▶ Ann Driscoll, Whitman
- ▶ Angela Okagbare, ITA
- ▶ Shayla Scott, Herrington
- ▶ Ann Terry, ELA, PMS

## Parent DIP Meeting

- ▶ Dr. DeSheil L. Echols
- ▶ Dyan Perez, C & I
- ▶ Cynthia Hernandez  
(ITA - 8th, 5th and 2nd)
- ▶ Regina Murray (ITA -10th and 12th)
- ▶ Taylor Blue (Rogers - 1st, new KG)
- ▶ Maria Lightner (Owen - 1st)
- ▶ Ebony Simms (Whitman - 5th)
- ▶ Ramona Greenlee (Owen - 1st)
- ▶ Lumetta Parker-Smith  
(Whitman and PMS - 3rd, 5th, 7th)

## District DIP Meetings

- ▶ Dr. DeSheil L. Echols
- ▶ Loriann Bell
- ▶ Jennifer Dean
- ▶ Stacey Jackson
- ▶ Dyan Perez

# **2020 - 2023 District Improvement Plan**

## Pontiac City School District

Mrs. Kelley Williams, Superintendent  
47200 Woodward Ave  
Pontiac, MI 48342-5008

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## Overview

### Plan Name

2020 - 2023 District Improvement Plan

### Plan Description

3 year 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	The District will develop, implement, monitor and evaluate systems to support student learning.	Objectives: 1 Strategies: 4 Activities: 20	Organizational	\$0
2	The District will establish academically and socially supportive learning environments and increase student growth by decreasing classroom and school distractions, while increasing student attendance.	Objectives: 1 Strategies: 4 Activities: 15	Organizational	\$0
3	The district will develop, implement, monitor and evaluate instructional reform strategies that will increase student learning.	Objectives: 1 Strategies: 3 Activities: 35	Organizational	\$0

# Goal 1: The District will develop, implement, monitor and evaluate systems to support student learning.

**Measurable Objective 1:**

collaborate to install, monitor and evaluate the Blueprint for Turnaround by 06/30/2023 as measured by Michigan Department of Education.

**Strategy 1:**

Talent Management - 95% of all teachers will be rated as effective or highly effective as measured by the district's educator evaluation system; qualifier for tenure vs new teachers; redefining what "effective" is.

Category: Other - other

Tier: Tier 1

Activity - Recruitment, Hiring and Assignment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District will identify, retain, and recruit Central Office Leaders, Building Leaders and Teachers who personify the Turnaround Competencies identified in the Blueprint for Rapid Turnaround including signing bonuses, relocation bonuses and sub/parapro teacher certification programs.  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrators

Activity - Evaluation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Pontiac School District will utilize the Danielson Framework for Teaching for teacher evaluation and School Advance for administrator evaluation.  Based on Turnaround competencies, principals will be assigned to the appropriate position, including as a classroom teacher or other appropriate district role per the administrator contract (see Article 9, Section B on Individual Contracts).  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrator

Activity - Retention and Removal	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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a. The district will develop appropriate marketing tools that reflect both the context of the district and the district's commitment to turnaround using the installation of the Blueprint as the means of reconfiguring district systems to support teaching and learning.	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrators
Schools: All Schools								

Activity - Review and Refine Surveys (Problem Solving Protocol)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District will administer Teacher Satisfaction surveys bi-annually and Exit Interviews when teachers or administrators resign.	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrator
Schools: All Schools								

Activity - Teacher Leadership Capacity	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District will provide opportunities for leadership via attending off-site trainings, teacher leadership academies, Professional Learning Community facilitation and Professional Development facilitation to teachers. The District will also support these teachers in their quest for Professional Learning opportunities to develop their craft.	Professional Learning	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title II Part A	Curriculum Division and School Administrators
Schools: All Schools								

Activity - Administrator Leadership Academy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District will provide opportunities for Administrators to expand and hone in on their that systemically impact instructional infrastructure through the following supports: Monthly Principal's Meeting with special leadership topics from Instructional Leadership, Culturally Responsive Leadership, Data Analysis, providing effective monitoring/feedback, developing/monitoring systems, Adaptive Schools, Leadership Partner Meetings, Instructional topics, Assessment topics, Improvement topics, Federal/State Compliance and Monitoring, etc.)	Professional Learning	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Title II Part A	Curriculum Division
Schools: All Schools								



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**Strategy 2:**

Internal Leadership Network (DTN/BTN) - Other

Category: Other - other

Tier: Tier 1

Activity - DTN/BTN Partnership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A partnership will be created with the DTN and BTN to leverage district systems to support increased student achievement.  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrator

Activity - Central Office Redesign	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
BluePrint turnaround competencies along with the BITT will drive decisions as it relates to the redesign of central office .  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrators

Activity - Partnership Protocols and Procedures	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Protocols and structures to support partnership will be implemented as part of the Leadership Network beginning in the 2017 school-year.  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrator

Activity - Surveys Review	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Problem Solving Protocol will be used to review/refine surveys collected from buildings in order to impact decisions regarding performance management.  Schools: All Schools	Other	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator

**Strategy 3:**

Performance Management System - The Performance Management System will be implemented at scale throughout the district.

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Category: Other - other

Tier: Tier 1

Activity - Planning Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The DTN will use planning tools, including the BITT, aligned with expectations during weekly DTN meetings.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - NWEA Action Plan	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The DTN/BTN will create a calendar to monitor i-Ready action plans for K-8 and NWEA action plans for 9-12.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Feedback	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Regular feedback will be provided using the problem solving protocol during DTN, BTN, PLCs and Performance Management conversations.  Schools: All Schools	Other	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - End of Year Trends	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
End of year trends will be analyzed and programs and procedures refined based on our results.  Schools: All Schools	Other	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator

**Strategy 4:**

Monitoring System - A comprehensive monitoring system will allow the district to assess and support student learning.

Category: Other - other

Tier: Tier 1

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Activity - Student Climate/Culture Survey	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A yearly climate/culture survey will be administered to students.  Schools: All Schools	Other	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - MiPhy Survey	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A MiPhy survey will be administered to students in grades 7 and 11.  Schools: All Schools	Other		Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Monitoring Behavior, Enrollment and Attendance	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to monitor Behavior, Enrollment and Attendance through MiStar and weekly dashboard monitoring.  Schools: All Schools	Other	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Coordination of Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Financial and Human resource utilization will be discussed and prioritized based on highest needs.  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Public Relations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will use our Public Relations department to communicate on our webpage, MISTAR Q Communications, Facebook and District App to ensure we have a public platform for transparency.  Schools: All Schools	Other	Tier 1	Evaluate	07/01/2020	06/30/2023	\$0	Other	Administrator

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Activity - District Improvement Plan Implementation Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Review District Improvement Plan Strategies and Activities on a quarterly basis via weekly action plans, weekly dashboards and performance management conversations.  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	No Funding Required	Superintendent Curriculum and Instruction

**Goal 2: The District will establish academically and socially supportive learning environments and increase student growth by decreasing classroom and school distractions, while increasing student attendance.**

**Measurable Objective 1:**

collaborate to develop, implement, monitor and evaluate Social/Emotional Instructional Programs by 06/30/2023 as measured by improvements of 10% or above on climate and culture survey results, decrease in student referrals and a decrease of 10% in student suspensions..

**Strategy 1:**

Student Support Network - We will create and maintain a Student Support Network (SSN).

Category: Other - other

Tier: Tier 1

Activity - Monthly Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
At a minimum, monthly meetings will be held with our support staff - ARSW and BIS.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator

Activity - Pastoral Care	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Pastoral Care in schools will be the focus for all district staff in an effort to provide for the needs of the whole child.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator

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Activity - Positive Behavior Intervention Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Positive Behavior Intervention Support will be implemented at scale to assist with decreasing office discipline referrals as well as suspension and expulsions.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Culturally Responsive Teaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District will provide professional learning on Culturally Responsive Teaching and leadership.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Process	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District will continue to articulate and align processes and resources to address the Social, Emotional and needs of students.  Schools: All Schools	Behavioral Support Program, Other	Tier 1	Getting Ready	07/01/2020	06/30/2023	\$0	No Funding Required	Curriculum Division, Student Support Network Team and School Administrators
Activity - Tier II Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students Identified through a screening process will be provided on-time support through the use of Phoenix Intervention Centers, At-Risk Social Workers, Behavior Intervention Specialists, Homeless/Foster Liaison (McKinney Vento Act Services), Bilingual Tutors, College/Career Tutors/Specialists and other Intervention Staff.  Schools: All Schools	Behavioral Support Program, Materials	Tier 2	Implement	07/01/2020	06/30/2023	\$0	Section 31a, Other, Title I Part A	Curriculum Division, Homeless/Foster Liaison, School Administrators
Activity - Tier III Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Students Identified through a screening process will be provided on-time support through the use of At-Risk Social Workers, Behavior Intervention Specialists, Homeless/Foster Liaison (McKinney Vento Act Services), Bilingual Tutors, College/Career Tutors/Specialists and other Intervention Staff.  Schools: All Schools	Behavioral Support Program, Materials, Academic Support Program	Tier 3	Implement	07/01/2020	06/30/2023	\$0	Section 31a, Other, Title I Part A	Curriculum Division, Homeless/Foster Liaison and School Administrators
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Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will provide instructional, support and administrative staff with professional learning on: PBIS strategies, Pastoral Care, restorative practices, culturally responsive teaching and leading, SEL, supporting students in poverty, de-escalation, safety (Alice Training, Physical Security, PA330, Security Academy), MTSS, Behavior/social/emotional topics and MiStar. This includes PLCs that will enable staff to monitor/analyze student support data and supplementary assessments and surveys in order to determine appropriate supports.  Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division, Student Support Network Team, School Administrators, Chief of Security

Activity - Safety Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will employ Police Authority Officers to assist with behavior and climate  Schools: All Schools	Behavioral Support Program	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Section 31a	Security Chief

**Strategy 2:**

Homeless Liaison - A homeless liaison will work with students, families and community agencies to ensure students are being provided with supports per the McKinney-Vento Act.

Category: Other - other

Tier: Tier 1

Activity - Basic Needs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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The Homeless Liaison will facilitate the purchase of basic materials for homeless students (clothing, toiletries, and transportation) and create an area that staff may come to support homeless students within our district.  Schools: All Schools	Supplemental Materials	Tier 3	Monitor	07/01/2020	06/30/2023	\$0	Section 31a	Homeless Liaison, Grants Coordinator
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### Strategy 3:

Parent/Community Engagement - The parental engagement and community focus will continue to involve best practices for parents to leverage and partner with schools to increase student achievement.

Category: Other - other

Tier: Tier 1

Activity - Parent University	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will continue to implement and monitor Parent University. 1: Meetings will be held throughout the district with a focus on academics in reading and math and career and technology education. 2: All schools will host meetings and curriculum nights in support of parent university activities and extension of reading and math.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator

Activity - Parent/Family Engagement Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide meetings and events for parents and families to attend and learn more about their child's academic and behavior/emotional/social needs.  Schools: All Schools	Parent Involvement, Materials	Tier 1		07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division and School Administrators

Activity - Summer Parent Engagement Initiative	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer Parent Literacy Engagement Packets will be provided with information/materials to assist their child with being engaged in academic activities during the summer months.  Schools: All Schools	Parent Involvement, Materials	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrators

**Strategy 4:**

Behavioral/Social Emotional Support - MTSS implementation will focus on support and intervention with students behavioral and social emotional needs.

Category: Other - other

Tier: Tier 1

Activity - SEL Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will implement the Second Step curriculum in order to meet our students' social emotional needs.  Schools: Owen Elementary School, Herrington School, Rogers School, Alcott School, Whitman Elementary School	Behavioral Support Program, Professional Learning, Other, Supplemental Materials	Tier 2	Getting Ready	07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrator

Activity - SEL Supports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will embed Mindfulness strategies at each school to support staff and students' emotional health.  Schools: All Schools	Behavioral Support Program, Professional Learning, Other, Supplemental Materials	Tier 2	Getting Ready	07/01/2020	06/30/2023	\$0	Other	Curriculum Division, School Administrators

**Goal 3: The district will develop, implement, monitor and evaluate instructional reform strategies that will increase student learning.**

**Measurable Objective 1:**

demonstrate a proficiency - 20% of students will demonstrate proficiency in Literacy, Numeracy, Science and Social Studies by 06/30/2023 as measured by Fountas and Pinnell, EM4, NWEA, M-Step..

**Strategy 1:**

Instructional Practices and Assessment Tools - Improve core instruction through utilization of grade specific instructional practices and assessment tools within the MTSS structure.



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Category: Other - Across all core content areas

Tier: Tier 1

Activity - Instructional Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH, SCI, SS): Each building will receive support from Instructional Coaches to support teachers in core content areas.  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Title I Part A, Other, Title II Part A	Curriculum Division and School Administrators
Activity - Level Support Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH, SCI, SS): Develop District and Building level support teams/BTN to support increasing academic achievement.  Instructional Infrastructure Performance Management Student Support Network  Schools: All Schools	Other	Tier 1	Monitor	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Atlas Rubicon	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH, SCI, SS): The Atlas Rubicon Curriculum Mapping System will be utilized to house our guaranteed and viable curriculum, pacing guides, and common assessments.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Blended Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate Blended Learning into classrooms utilizing graphing calculators and appropriate content based computer applications with support of blended learning consultant.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator

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Activity - Building Leadership Capacity/Turn Key	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA,MTH, SS, SCI): Develop leadership among staff in preparation to facilitate district, grade level/content area Professional Development and Professional Learning Communities  Schools: All Schools	Other	Tier 1	Getting Ready	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Inquiry Based Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH, SCI, SS): K-12 Staff will become proficient in inquiry based instruction via the implementation of Next Generation Science Standards, College, Career, and Civic Live (C3) framework and other inquiry strategies during PLCs and professional learning sessions. This learning will be supported by instructional coaches and consultants.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Common Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH, SS, SCI): Instructional staff will work collaboratively towards developing/modifying common assessments for grades K-12.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Professional Learning Communities - Problem Solving Protocol	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH, SS, SCI) : Implement K-12 Weekly/Bi-weekly PLCs utilizing the Problem Solving Protocol to analyze data, inclusive of student work and determine instructional next steps.  Schools: All Schools	Other	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other	Administrator
Activity - Resource Audit	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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A resource audit will be performed to identify gaps in professional learning and the need for instructional and supplemental resources.  Schools: Owen Elementary School, Herrington School, Pontiac Middle School, Rogers School, Alcott School, Whitman Elementary School	Professional Learning, Supplemental Materials, Materials	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title II Part A, Other, General Fund, Section 31a, Title I Part A	Curriculum Division and School Administrators
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Activity - Alignment of Curriculum Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(RDG and Math) Strengthen Core Instructional practices by using evidence based practices and utilizing district approved resources.  Schools: All Schools	Curriculum Development	Tier 1	Implement	07/01/2020	06/30/2023	\$0	General Fund	Curriculum Division and School Administrators

Activity - College and Career Readiness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
- Continue use of Career and Technical Education curriculum including providing Teacher Assistants to support learning. - Continue providing Career and College Readiness Tutors/Specialists to support student current technical studies and post-secondary success - Continue providing Dual Enrollment/Early College opportunities to students - Provide Career related Field Trips and Career Days to ELE students - Provide opportunities to participate in Youth In Government, A World In Motion Program, Robotics Program, Women in Science and Engineering Program, Patient Care Technician Program, SME Prime Manufacturing Program, Junior Achievement, Health Science Pathway  Schools: All Schools	Career Preparation /Orientation	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Other, Title I Part A, Section 31a	Curriculum Division and School Administrators

Activity - Balanced Assessment System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize a District outlined Balanced Assessment System to make instructional and programmatic decisions.  Schools: All Schools	Other	Tier 1	Getting Ready	07/01/2020	06/30/2023	\$0	No Funding Required	Curriculum Division and School Administrators

Activity - Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Provide PD to instructional, administrative, and support staff in: Adaptive Schools, SIOP, English Language Development, Coaching, Explicit Learning, MTSS, Phenomena-based science instruction, discourse strategies, Balanced Assessment System, Common Assessments, School Improvement, , NWEA Data Analysis, Fountas and Pinell, Heggerty Phonemic Awareness, C3, MiStar Science, Atlas Rubicon, Math Workshops, NGSS, MiOpenBook SS, McGraw Hill SS, Wit and Wisdom, iReady, Phonics First, Inquiry-based Instruction, Culturally Responsive Teaching, Remote Instructional, Google Suite, Newsela, EM4.  Schools: All Schools	Professional Learning	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title II Part A	Curriculum Division and School Administrators
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Activity - Teacher Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will provide Tier 1 intervention to students as needed via individual/group instruction  Schools: All Schools	Academic Support Program	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division and School Administrators

Activity - Instructional Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide Instructional Subscriptions to supplement Tier 1 systems such as Schoology, Raz-Kids, Reading A-Z, IXL, EM4 CMP3, Physical Science texts, MiStar Science, Newsela to enhance/hone in on academic areas needing support.  Schools: All Schools	Academic Support Program	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division and School Administrators

Activity - Special Needs Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide Art/Music Therapy Interventions to special needs students in order to support increased academic success  Schools: Kennedy Center	Academic Support Program	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Section 31a	Curriculum Division and School Administrator

Activity - MTSS Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Hire an MTSS Coordinator to oversee the development, implementation, monitor and evaluate the district's MTSS process.  Schools: All Schools	Recruitment and Retention	Tier 1	Implement	07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division and HR
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Activity - Alignment of Curriculum and Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Strengthen Core Instructional Practices by ensuring alignment at all grade levels with District adopted curriculum.  Schools: All Schools	Curriculum Development	Tier 1	Implement	07/01/2020	06/30/2023	\$0	No Funding Required	Curriculum Division and School Administrators

### Strategy 2:

Additional Supports - Core Content Area Teachers and Intervention Specialists will provide students with additional supports within the MTSS structure.

Category: Other - Across all core content areas

Tier: Tier 2

Activity - Identification of Student for Additional Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
(ELA, MTH): Core Content Area Teachers and Intervention Specialists will use data to identify students in need of additional support.  Schools: All Schools	Other	Tier 2	Monitor	07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrators

Activity - Academic Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified students will be provided appropriate support through the use of AARI, LLI, Number Worlds, SRA Building Blocks, and iReady from teachers, secondary and elementary Intervention Specialists.  Schools: All Schools	Other	Tier 2	Implement	07/01/2020	06/30/2023	\$0	Other, Title I Part A	Curriculum Division and School Administrators, Teachers and Interventionists

Activity - Individual/Group Student Lessons	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**2020 - 2023 District Improvement Plan**

Pontiac City School District

(ELA, MTH): Individual/Group student lessons will be developed collaboratively by Core Content Area Teachers, Special Education Teachers, ESL Teachers (assisted by Bilingual Tutors), Secondary Intervention Teachers and Elementary Intervention Specialists.  Schools: All Schools	Other	Tier 2	Implement	07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrators
<b>Activity - Advisory Period</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>
(ELA, MTH, SCI, SS): Core Content Teachers will utilize multiple differentiation strategies during the Advisory Period.  Schools: Pontiac Middle School, Pontiac High School	Other	Tier 2	Implement	07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrators
<b>Activity - Resource Audit</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>
MTH and ELA: A Curriculum Audit will occur to determine availability of necessary resources needed for Tier 2 Intervention.  Schools: All Schools	Professional Learning, Supplemental Materials, Materials	Tier 2	Implement	07/01/2020	06/30/2023	\$0	Section 31a, Other, Title II Part A, Title III, Title I Part A	Curriculum Division and School Administrators
<b>Activity - English Language Supports</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>
Implement an English Development Program (ELD) and Sheltered Program to support EL students  Schools: Pontiac Middle School, Pontiac High School	Direct Instruction, Professional Learning, Supplemental Materials, Materials, Academic Support Program	Tier 2	Monitor	07/01/2020	06/30/2023	\$0	Title I Part A, Section 31a, Title II Part A, Title III	Curriculum Division and School Administrators
<b>Activity - Professional Learning</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>

**2020 - 2023 District Improvement Plan**

Pontiac City School District

The district will provide professional development to Tier 2 staff and administrators on: Number Worlds, SRA Building Blocks, AARI, LLI, SIOP, Common Assessments, iReady, using data to differentiate instruction.  Schools: All Schools	Professional Learning	Tier 2	Implement	07/01/2020	06/30/2023	\$0	Title II Part A	Curriculum Division and School Administrators
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Activity - Resource Audit	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
9-12: A Curriculum Audit will occur to determine availability of necessary resources needed for Tier 2 Intervention  Schools: Owen Elementary School, Herrington School, Pontiac Middle School, Rogers School, Alcott School, Whitman Elementary School	Professional Learning, Supplemental Materials	Tier 2	Getting Ready	07/01/2020	06/30/2023	\$0	No Funding Required	Curriculum Division and School Administrators

Activity - Summer Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer Learning will be provided to identified students.  Schools: Whitman Elementary School, Owen Elementary School, Herrington School, Pontiac Middle School, Rogers School, Pontiac High School, Alcott School	Teacher Collaboration, Professional Learning, Supplemental Materials, Materials, Academic Support Program	Tier 2		07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrators

**Strategy 3:**

Skill Development and Closing Achievement Gaps - Intervention Teachers and Intervention Specialists support skill development and the closing of achievement gaps within the MTSS structure.

Category: Other - Across all core content areas

Tier: Tier 3

Activity - Academic Intervention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**2020 - 2023 District Improvement Plan**

Pontiac City School District

(ELA, MTH): Identified students will be provided appropriate support through the use of AARI, LLI, Number Worlds, SRA Building Blocks and iReady, supported by teachers, and Secondary Intervention Teachers and Elementary Intervention Specialists.  Schools: All Schools	Supplemental Materials	Tier 3	Implement	07/01/2020	06/30/2023	\$0	Title I Part A, Other	Curriculum Division and School Administrators
<b>Activity - Tier III Academy</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>
(ELA, MTH, SCI, SS): Students in grades 9-12, inclusive of those participating in alternative education (due to attendance, academics and/or behavior utilizing Gradpoint).  Schools: Tier III Intervention Academy	Other	Tier 3	Implement	07/01/2020	06/30/2023	\$0	Section 31a, Other	Curriculum Division and Program Coordinator
<b>Activity - Resource Audit</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>
K-8 MTH and ELA: A Curriculum Audit will occur to determine availability of necessary resources and assessments needed for Tier III Intervention.  Schools: Owen Elementary School, Herrington School, Pontiac Middle School, Rogers School, Alcott School, Whitman Elementary School	Professional Learning, Supplemental Materials, Academic Support Program	Tier 3	Implement	07/01/2020	06/30/2023	\$0	Section 31a, Title I Part A, Title II Part A, Other, Title III	Curriculum Division and School Administrators
<b>Activity - Individual/Group Student Lessons</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>
(ELA, MTH): Individual/Group student lessons will be developed collaboratively by Core Content Area Teachers, ESL Teachers (assisted by Bilingual Tutors), Secondary Intervention Teachers and Elementary Intervention Specialists.  Schools: All Schools	Academic Support Program	Tier 3	Monitor	07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division and School Administrators
<b>Activity - Professional Learning</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>



**2020 - 2023 District Improvement Plan**

Pontiac City School District

The district will provide professional learning to instruction, support and leadership staff on: AARI, LLI, Number Worlds, SRA Building Blocks, Everyday Math, iReady, using data to differentiate instruction.  Schools: All Schools	Professional Learning	Tier 3		07/01/2020	06/30/2023	\$0	Title II Part A	Curriculum Division and School Administrators
<b>Activity - Credit Recovery</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>
Provide student opportunities to obtain credit for classes they have failed via credit recovery system  Schools: Pontiac High School	Academic Support Program	Tier 3	Implement	07/01/2020	06/30/2023	\$0	Title I Part A	Curriculum Division and School Administrators
<b>Activity - Resource Audit</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>
9-12: A Curriculum Audit will occur to determine availability of necessary staff resources and assessments needed.  Schools: Pontiac High School	Professional Learning, Supplemental Materials, Academic Support Program	Tier 3	Getting Ready	07/01/2020	06/30/2023	\$0	No Funding Required	Curriculum Division and School Administrators
<b>Activity - Summer Learning</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>
Summer Learning will be provided to identified students.  Schools: Whitman Elementary School, Owen Elementary School, Herrington School, Pontiac Middle School, Rogers School, Pontiac High School, Alcott School	Teacher Collaboration, Professional Learning, Supplemental Materials, Academic Support Program	Tier 3		07/01/2020	06/30/2023	\$0	Other	Curriculum Division and School Administrators

*School District of the City of Pontiac*  
**DRAFT FY21 DISTRICT GRANT BUDGETS**

FC DISTRICT   TITLE I		OBJ	AMOUNT	GRANT
119	2021 SUMMER SCHOOL TEACHING STAFF	1XXX	488,854.00	T1
119	2021 SUMMER SCHOOL MATERIALS/FIELD TRIPS	5990	41,655.00	T1
271	2021 SUMMER SCHOOL TRANSPORTATION	3310	105,600.00	T1
331	PARENT\FAMILY ENGAGEMENT ACTIVITIES	5990	5,205.00	T1
361	HOMELESS RESERVATION	5990	2,000.00	T1
612	INDIRECT COST  AC	9990	611,090.00	T1
<b>TOTAL</b>			<b>1,254,404.00</b>	

FC DISTRICT   TITLE II		OBJ	AMOUNT	GRANT
221	1 LITERACY COACH (.25 FTE)	1250	38,230.00	T2
221	1 MATH COACH (.25 FTE)	1250	33,108.00	T2
221	6 INSTRUCTIONAL COACHES (1,295 HRS)	3120	449,447.00	T2
221	WORK MILEAGE FOR INSTRUCTIONAL COACHES	3210	3,132.00	T2
371	PRIVATE SCHOOLS EQUITABLE SHARE	322X	285,753.00	T2
612	INDIRECT COST  AC	9990	80,966.00	T2
<b>TOTAL</b>			<b>890,636.00</b>	

FC DISTRICT   TITLE III		OBJ	AMOUNT	GRANT
125	BILINGUAL TUTORS (7 PMS/ITA)	1632	106,413.00	T3
125	EL SOFTWARE/MATERIALS	5110	10,574.00	T3
612	INDIRECT COST  AC	9990	2,235.00	T3
<b>TOTAL</b>			<b>119,222.00</b>	

FC DISTRICT   TITLE IV		OBJ	AMOUNT	GRANT
125	MANUFACTURING TEACHER (PHS/PRIME)	1240	80,560.00	T4
125	PHONE POUCH RENTAL (PHS)	4290	5,950.00	T4
216	AT-RISK SOCIAL WORKER (ITA)	1441	89,795.00	T4
2XX	CONFERENCES/WORKSHOPS LOGISTICS	3220	26,572.00	T2
283	RECRUITMENT BONUSES	17X0	54,325.00	T2
371	PRIVATE SCHOOLS EQUITABLE SHARE	3XXX	178,101.00	T4
612	INDIRECT COST  AC	9990	8,705.00	T4
<b>TOTAL</b>			<b>444,008.00</b>	

MUST USE MIN 20% WELL ROUNDED & 20% SAFETY/HEALTH

*School District of the City of Pontiac*  
**DRAFT FY21 DISTRICT GRANT BUDGETS**

FC DISTRICT   SECTION 31A		OBJ	AMOUNT	GRANT
111	56 ELE K-3 READING\MATH TEACHERS (.09FTE)	1240	740,843.00	31A
111	INCREMENTAL ABSENCES SUBS (15 DAYS)	3110	14,112.00	31A
113	1 TIER 3 TEACHER (1FTE)	1971	29,590.00	31A
113	TIER 3 INSTRUCTIONAL SUPPLIES	5110	1,000.00	31A
125	4 KG TEACHERS (.50FTE EACH; ITA/ILA)	1240	178,572.00	31A
125	26 BILINGUAL TUTORS (720HRS)	1632	395,256.00	31A
125	INCREMENTAL ABSENCES SUBS (15 DAYS)	3110	3,360.00	31A
125	AARI TESTING SERVICES (QRI)	3111	6,000.00	31A
125	ART & MUSIC THERAPY PROGRAM   KEN	3111	46,000.00	31A
125	CREDIT RECOVERY SOFTWARE (TIER 3)	3450	5,723.00	31A
125	READING/MATH INTERVENTION MATERIALS (AARI/EDM)	5111	73,314.00	31A
212	1 ALTERNATIVE ED COUNSELOR (1FTE)	1920	29,590.00	31A
213	MENTAL HEALTH SPECIALIST (FRO)	1490	87,074.00	31A
227	NWEA MAP (SECONDARY)	3450	11,000.00	31A
266	10 POLICE AUTHORITY OFFICERS (1FTE)	1660	478,589.00	31A
271	ALTERNATIVE ED TRANSPORTATION	3310	68,500.00	31A
271	HOMELESS TRANSPORTATION	3310	333,939.00	31A
331	LEARNING A-Z (RAZKIDS)	3450	28,000.00	31A
361	HOMELESS SUPPLIES	5990	5,000.00	31A
<b>TOTAL</b>			<b>2,535,462.00</b>	

CAN USE MAX 20% ON SAFETY; KENNEDY REQ TITLE I LIKE ITEMS

FC DISTRICT   OTHER STATE GRANTS		OBJ	AMOUNT	GRANT
119/271	2021 SUMMER READING PROGRAMS		77,726.00	35A5/9
125	BILINGUAL TUTORS (10 PHS/HSITA)	1632	167,221.00	41
125	EL SOFTWARE/MATERIALS	5110	9,213.00	41
221	EL PD FEES	3220	6,142.00	41
<b>TOTAL</b>			<b>260,302.00</b>	

**TOTAL                    5,504,034.00**