

# MICIP Portfolio Report

## Chelsea School District

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### Goals Included

#### Active

- Improve Literacy Growth
  - MTSS Academic Goal
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### Buildings Included

#### Open-Active

- Beach Middle School
  - Chelsea High School
  - North Creek Elementary
  - South Meadows Elementary
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### Plan Components Included

Goal Summary

Data

    Data Story

Strategy

    Summary

    Implementation Plan

        Buildings

        Activities

            Activity Text

            Activity Buildings

# MICIP Portfolio Report

## Chelsea School District

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### Improve Literacy Growth

*Status:* ACTIVE

*Statement:* Our goal is to strengthen our supports for literacy instruction and MTSS so that all of our students show average to above average growth on NWEA/MSTEP/PSAT/SAT by June 2025.

*Created Date:* 06/18/2021

*Target Completion Date:* 06/30/2025

*Data Story Name:* Supporting Literacy Growth

*Initial Data Analysis:* Our overall overage growth percentiles show average to above average growth for all students, but this is not the case in all years and subgroups. We see particular dips in sgp/cgp at 2nd and 6th grade for all students. Also, looking at average growth percentiles and percent of students who made projected growth, we see a gap between the achievement of our students with disabilities and all students at most grade levels.

*Initial Initiative Inventory and Analysis:* North & South - Literacy Lab Days - Professional development days focused on implementation of the workshop model facilitated by the Literacy Leadership Team. General feedback and survey data showed these were well-received in years that they ran, but no data was collected that tied lab days to changes in practice or impact on student achievement. Literacy Lab Days were not feasible in the 20-21 school year. Funded through general fund.

North & South - LLT - Literacy Leadership Team consists of 4 interventionists/coaches and building principals. The LLT plans professional development and coaches teachers in literacy work. Interventionists/coaches funded through a combination of grants (31a, Title 1, 35a) and the general fund. No collected data to tie level of effectiveness of pd and coaching in individual buildings to improving practices that result in student growth.

North & South - Early Literacy Coaching Collaborative - County-wide group focused on effective coaching for equity. Goal is to set a vision and goals for coaching by which to guide practice and measure effectiveness. LLT is members. In early stages, so difficult to measure impact.

*Gap Analysis:* Our current reality shows average to above average growth for students in the aggregate, but varying levels of growth and achievement when disaggregated by grade level and/or subgroup. Our hope is to have all students achieving average to above average growth in reading and to be meeting their growth projections for the year.

*District Data Story Summary:* Our data from normal (non-pandemic) years shows average to above average growth for students in the aggregate, but varying levels of growth and achievement when disaggregated by grade level and/or subgroup. Our hope is to have all students achieving average to above average growth in reading and to be meeting their growth projections for the year.

**Strategies:**

**(1/4): Essential Practices for Disciplinary Literacy Instruction in Secondary Classrooms**

**Owner:** Michelle Hilla

**Start Date:** 06/22/2021

**Due Date:** 06/30/2025

**Summary:** A collaboration between researchers at the University of Michigan and the Disciplinary Literacy Task Force, a subcommittee of the MAISA GELN, the Essential Practices for Disciplinary Literacy Instruction in the Secondary Classroom identify research-supported instructional practices that have been shown to increase student achievement and/or engagement with academic literacies.

**Buildings**

- Beach Middle School
- Chelsea High School

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Build knowledge of Essential Practices with Secondary Coaches & Administrators	Michelle Hilla	08/01/2022	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Professional development on Essential Practices for Disciplinary Literacy with reps from each department	Michelle Hilla	08/01/2023	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Build capacity for coaches in facilitating instructional rounds	Michelle Hilla	08/16/2022	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Ongoing incorporation of literacy essentials with instructional rounds	Michelle Hilla	08/20/2024	06/30/2025	UPCOMING
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Professional learning and departmental work focused on Essential Practices	Michelle Hilla	08/22/2023	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Review NWEA/MSTEP/PSAT/SAT data for	Michelle Hilla	08/22/2023	06/30/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
strengths and gaps to focus on specific Essential Practices				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(2/4): Reading Apprenticeship®

Owner: Michelle Hilla

Start Date: 08/24/2021

Due Date: 06/30/2025

**Summary:** Reading Apprenticeship® is an instructional approach that intends to help middle school, high school, and community college students develop skills and knowledge to improve their engagement, fluency, and comprehension of content-area materials and texts. To achieve these goals, Reading Apprenticeship® provides a range of professional development activities for teachers, as well as an academic literacy curricula for students.

**Buildings**

- Beach Middle School
- Chelsea High School

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Facilitate instructional rounds for RA practices and implementation	Nick Angel	11/01/2022	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Build capacity & understanding of RA framework with new instructional staff to district	Michelle Hilla	08/24/2021	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Renewed focus on professional learning for previously trained staff on RA	Nick Angel	08/24/2021	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Monthly RA professional learning sessions in 6-12 cohort groups	Michelle Hilla	08/23/2022	06/30/2023	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Build capacity for instructional coaches to facilitate one on one coaching	Michelle Hilla	08/24/2021	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Ongoing Coaching for trained staff in	Michelle Hilla	08/24/2021	06/30/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
implementing RA framework				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

### (3/4): Essential Coaching Practices for Elementary Literacy

Owner: Michelle Hilla

Start Date: 06/22/2021

Due Date: 06/30/2025

**Summary:** Increase Michigan's capacity to improve children's literacy by identifying a small set of research-supported literacy coaching practices that should be a focus of professional development across the state...through improving teacher expertise and the quality of core instruction, student achievement increases. Seven essentials are important to literacy coaching that results in increased student literacy

- 1) Coaches have specialized literacy knowledge and skills beyond initial teacher preparation
- 2) Effective literacy coaches apply adult learning principles.
- 3) effective literacy coaches demonstrate specific skills and dispositions in order to engage teachers and build collaborative relationships
- 4) Literacy coaching is most effective when it is done within a multi-year school-wide initiative focused on student learning and is supported by administrators.
- 5) Spend most of their time working with teachers to enhance teacher practice and improve student learning by using multi-faceted approaches to learning.
- 6) When coaching individual teachers, effective literacy coaches employ a core set of coaching activities that are predictors of student literacy growth at one or more grade levels
- 7) Effective literacy coaches are integral members of literacy district and building leadership teams.

#### Buildings

- North Creek Elementary
- South Meadows Elementary

#### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Participate in WISD Early Literacy Coaching Collaborative or Coaching Network	Michelle Hilla	08/10/2021	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Monthly Literacy Leadership Team Meetings	Michelle Hilla	08/03/2021	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Professional Development for Coaching	Stacie Battaglia	08/24/2021	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Build knowledge on student-centered coaching	Stacie Battaglia	07/01/2022	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(4/4): Literacy Essentials**

**Owner:** Michelle Hilla

**Start Date:** 06/22/2021

**Due Date:** 06/30/2025

**Summary:** All of us want children throughout Michigan to be successful. An important part of student success centers around proficiency in reading. That’s why a group of education experts developed new approaches for teachers to use in the classroom.

Literacy Essentials are free documents designed for Michigan educators to improve childhood literacy development. The Literacy Essentials provide research-proven, effective approaches to markedly improve literacy skills among Michigan’s youngest students.

Using the Literacy Essentials with every child, in every classroom, every day will help improve literacy among our youngest learners.

**Buildings**

- North Creek Elementary
- South Meadows Elementary

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Literacy Lab Days	Stacie Battaglia	10/05/2021	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Introduction to the Essentials for New Staff	Stacie Battaglia	08/24/2021	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Review & Identification of Focus Essentials for all staff	Stacie Battaglia	08/24/2021	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Ongoing coaching support for teaching staff	Stacie Battaglia	09/07/2021	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Review of assessment data related to focus essentials	Michelle Hilla	08/09/2022	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Implementation and Assessment Training for New Staff	Stacie Battaglia	08/01/2022	06/30/2024	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Literacy Book Club	Stacie Battaglia	08/01/2022	06/30/2024	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

## MTSS Academic Goal

*Status:* ACTIVE

*Statement:* Specific: By the end of 2025, implement and maintain a district-wide MTSS K-12 model to address students' reading and math proficiency needs.

Measurable: Increase reading and math proficiency rates by 20% across all grade levels (K-12) by the end of 2025, as measured by standardized assessments.

Achievable: Collaborate with teachers, instructional leaders, and relevant stakeholders to develop and implement data-driven interventions and strategies within the allocated budget and resources.

Relevant: Align the MTSS model with the school district's overall instructional goals and prioritize it as a key strategy for improving student outcomes.

Time-bound: Monitor progress regularly throughout the year and make necessary adjustments to ensure the 20% increase in reading and math proficiency is achieved by the end of the 2025 academic school year.

*Created Date:* 10/09/2023

*Target Completion Date:* 06/29/2025

*Data Story Name:* MTSS Academic 23/24

*Initial Data Analysis:* This data set indicates that there is a continued need for enhancing our MTSS process K-12 in order to get our students "back on track" after the pandemic. This includes providing additional instructional time for our students and personalized interventions in the areas of reading and math.

*Initial Initiative Inventory and Analysis:* To address this data so far we have implemented the following:

K-5 Initiatives: ELA Curriculum Review, UFLI Phonics, Haggerty Phonemic Awareness, SIPPS intervention, Wilson Reading Intervention, ELA and math interventions. ELA and math coaching. After school tutoring.

6-8 Initiatives: ILH and remedial reading and math courses offered. After-school tutoring. AARI Intervention.

9-12 Initiatives After-school tutoring, SAT workshops, interventions and push-in support with our Teacher Consultants.

We have seen great growth with the interventions listed above and would like to continue and expand these interventions to meet our target.

*Gap Analysis:* Our percentage of students proficient in ELA and Math is averaging about 25% lower than our goal of 80% proficiency. Also, our number of students not making adequate growth at the High School level is about 75 students too high. Our goal would be less than 10 students not making proficient growth.

*District Data Story Summary:* In summary, the data shows that over the past 5 years Chelsea students on average, have seen an incremental decline in both math and reading proficiency. Our MTSS process needs to be revisited and ensure that it is properly aligned with the MTSS Practice Profile and best practices.

**Strategies:**

(1/3): 23g Expanded Learning Time

Owner: Michelle Hilla

Start Date: 10/09/2023

Due Date: 06/28/2025

**Summary:** EdTrust defines expanded learning time (ELT) as programs or strategies implemented to increase the amount of instruction and learning students experience. ELT strategies include afterschool, summer, and in-school programs. The evidence suggests that extended learning time programs, including extended school day (ESD), extended school year (ESY), and expanded learning opportunities (ELO) programs that provide academic services during out-of-school time hours, can be effective in improving a range of educational outcomes for students. Findings also suggest that extended learning time programs may be more advantageous for low-income, low-performing, ethnic minority or otherwise disadvantaged students.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Installation-The School Improvement Team at each building will conduct a data review to identify students most at need for receiving math and/or reading intervention. The team will receive initial and ongoing professional development in relation to the interventions being implemented. Before the interventions are put in place, the team will identify the data systems for monitoring implementation, fidelity and impact as well as identify any potential barriers. This activity will be overseen by each building principal and the Director of Curriculum and Instruction. All individuals have established knowledge and expertise in MTSS and accelerated learning	Michelle Hilla	10/09/2023	06/28/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
strategies.				
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Beach Middle School</li> <li>• North Creek Elementary</li> <li>• South Meadows Elementary</li> </ul>				
<p>Implementation-The district will provide additional learning time for our most at-risk students in the form of math and reading research based interventions at K-12 during the school day. To ensure effective implementation of the interventions at K-12, all staff responsible for overseeing the programming will provide coaching, ensure implementation of Tier 1, 2 and 3 activities, conduct instructional rounds, and implement family engagement opportunities so families have access to the resources needed to support their child at home.</p>	Michelle Hilla	10/09/2023	06/28/2025	ONTARGET
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Monitoring and Adjusting Fidelity of Adult Implementation and Student Impact- All staff responsible for overseeing the programming/ interventions will conduct regular walkthroughs and fidelity checks throughout the intervention period. They will also run monthly meetings to evaluate progress monitoring data and fidelity check data to</p>	Nick Angel	10/09/2023	06/28/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
adjust programming and training as needed.				
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Beach Middle School</li> <li>• North Creek Elementary</li> <li>• South Meadows Elementary</li> </ul>				
Evaluate the Fidelity of Adult Implementation and Student Impact- All staff responsible for overseeing the programming will analyze and summarize intervention data at the conclusion of each intervention cycle to evaluate the student impact. This will include fidelity check data, student academic data, progress monitoring data and qualitative survey data from parents, students and staff.	Michelle Hilla	10/09/2023	06/28/2025	ONTARGET
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				

**(2/3): MTSS Framework (General)**

**Owner:** Michelle Hilla

**Start Date:** 10/09/2023

**Due Date:** 06/28/2025

**Summary:** "A Multi-Tiered System of Supports (MTSS) is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels. MTSS intentionally interconnects the education, health, and human service systems in support of learners, schools, centers, and community outcomes. The five essential components of MTSS are inter-related and complementary. Implementation of the essential components as intended provides educational settings with a framework to organize the strategies and processes needed to support successful learner outcomes. The five essential components include the following: Team-Based Leadership; Tiered Delivery System; Selection and Implementation of Instruction, Interventions and Supports; Comprehensive Screening & Assessment System; Continuous Data-Based Decision Making."

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
MTSS K-12 Alignment-The district will develop a K-12 MTSS handbook that aligns with the MTSS Practice Profile. The handbook will address team-based leadership, continuous data-based decision making, a comprehensive screening and assessment system, selection and implementation of instruction, interventions and supports and the tired delivery system at each level.	Michelle Hilla	10/09/2023	06/29/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

**(3/3): 23g Tutoring**

**Owner:** Michelle Hilla

**Start Date:** 01/25/2024

**Due Date:** 06/27/2025

**Summary:** Tutoring, defined as supplemental one-on-one or small group instruction, can be a powerful tool for accelerated learning. Tutoring is an effective intervention because tutoring:

- customizes learning to target a student’s immediate learning needs.
- provides additional instructional time by aligning the tutoring activities to current classroom activities.
- offers more engagement, rapid feedback, and less distractions in one-on-one and small group environments.
- creates meaningful mentor relationships.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Installation-The School Improvement Team at each building will conduct a data review to identify students most at need for receiving math and/or reading intervention. The team will receive initial and ongoing professional development in relation to the interventions being implemented. Before the interventions are put in place, the team will identify the data systems for monitoring implementation, fidelity and impact as well as identify any potential barriers. This activity will be overseen by each building principal, and the Director of Curriculum and Instruction All individuals have established knowledge and expertise in MTSS and accelerated learning strategies.	Michelle Hilla	01/25/2024	06/27/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
<p>Evaluate the Fidelity of Adult Implementation and Student Impact- All staff responsible for overseeing the Varsity Tutoring programming will analyze and summarize intervention data at the conclusion of each intervention cycle to evaluate the student impact. This will include fidelity check data, student academic data, progress monitoring data and qualitative survey data from parents, students and staff.</p>	Michelle Hilla	01/25/2024	06/27/2025	ONTARGET
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Implementation-The district will provide contracted services from Varsity Tutoring for our most at-risk students in the form of math and reading research based interventions at K-12 during the school day. To ensure effective implementation of the interventions at K-12, all staff responsible for overseeing the programming will provide coaching, ensure implementation of Tier 1, 2 and 3 activities, conduct instructional rounds, and implement family engagement opportunities so families have access to the tutoring services at home. Contact information on how to parents/students can request tutoring services will be provided on</p>	Michelle Hilla	01/25/2024	06/27/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
the district website.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Monitoring and Adjusting Fidelity of Adult Implementation and Student Impact- All staff responsible for overseeing the programming/ interventions will conduct regular walkthroughs and fidelity checks throughout the intervention period. They will also run monthly meetings to evaluate progress monitoring data and fidelity check data to adjust programming and training as needed.	Michelle Hilla	01/25/2024	06/27/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				