



# **District Improvement Plan**

## **Cesar Chavez Academy**

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## **Introduction**

The District Improvement Plan (DIP) has been designed to provide schools and districts with a common planning template that addresses student learning and system needs that have been identified through the schools' Comprehensive Needs Assessment.

# **Improvement Plan Stakeholder Involvement**

## **Introduction**

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.

## **Improvement Planning Process**

### Improvement Planning Process

**Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.**

There are multiple stakeholders that are involved through various avenues which influence the planning of CCA's district improvement plan. School leaders from five campuses meet twice a month (2nd and 4th Tuesdays) with a full agenda that entails topics that address daily operations, district and school specific issues, program evaluation, funding, instruction, school improvement issues and other concerns. Also our instructional coaches meet monthly to discuss data, curriculum, instruction, compliance issues and school specific issues. In addition, in accordance with our Title 1 parent involvement plan/policy, we schedule parent meetings at a.m. and p.m. times at different campuses. Parents who are unable to attend, are asked to provide information through surveys throughout the year. In addition, students are asked to complete surveys as well on instruction and programming. Lead teachers and school improvement leads facilitate the meetings and collect minutes and share with the staff as a whole and communicate with the school leader to discuss revisions, ideas and progress of school/district improvement plans.

**Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.**

CCA District plans for monthly leadership meetings, instructional coach meetings, SIP meetings, ESL meetings, parent meetings and board meetings. During these meetings input is welcomed and encouraged from all parties. Active members provide data, suggestions and action plans to monitor the DIP and the school improvement plans. Agendas are created and sign in sheets are evidence of the collaboration of team members.

**Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.**

The teams that were mentioned, such as the leadership team, instructional coach team, district school improvement team and ESL teams are informed from their leads on the team on the necessary changes made and the expectations of the revised SIP/DIP. The board members are informed through the organizational meetings and parents are often notified through PowerSchool, School Reach, newsletters and parent meetings.

# **Cesar Chavez Academy District Improvement Plan 2018-19**

## Overview

### Plan Name

Cesar Chavez Academy District Improvement Plan 2018-19

### Plan Description



## Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students in the Cesar Chavez District will become proficient in ELA.	Objectives: 3 Strategies: 16 Activities: 127	Academic	\$6430763
2	All students in the Cesar Chavez District will become proficient in mathematics.	Objectives: 3 Strategies: 16 Activities: 72	Academic	\$2638087
3	All students in the Cesar Chavez District will become proficient in science.	Objectives: 1 Strategies: 13 Activities: 60	Academic	\$2394415
4	All students in the Cesar Chavez District will become proficient in social studies.	Objectives: 1 Strategies: 8 Activities: 42	Academic	\$1513405
5	Safe and secure environment for all students at CCA.	Objectives: 1 Strategies: 2 Activities: 6	Organizational	\$464500
6	All English Language Learners in the Cesar Chavez District will increase reading and writing proficiency in the English Language as measured by the annual WIDA assessment.	Objectives: 1 Strategies: 4 Activities: 11	Academic	\$305000
7	All parents of immigrant students in CCA district will increase their participation in parent engagement activities provided by the district.	Objectives: 1 Strategies: 1 Activities: 2	Organizational	\$127500
8	All English learners in CCA District will improve their English language acquisition annually measured by the WIDA.	Objectives: 1 Strategies: 3 Activities: 12	Academic	\$144500
9	All English learners will improve their performance in reading and mathematics annually as measured by state annual assessment or local assessment.	Objectives: 1 Strategies: 3 Activities: 11	Academic	\$598350
10	All students will be provided pathways to College and Career Readiness.	Objectives: 6 Strategies: 3 Activities: 8	Academic	\$30500
11	All homeless students will engage in all Title 1A Services to increase support in order to achieve academically and behaviorally.	Objectives: 1 Strategies: 1 Activities: 2	Academic	\$10000

## Goal 1: All students in the Cesar Chavez District will become proficient in ELA.

### Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency of 80% or higher in English Language Arts by 06/30/2024 as measured by the student's M-step (or equivalent state assessment), MME, SAT, and NWEA scores.

### Strategy 1:

Alignment of curriculum, instruction, and assessment - The Quality School Improvement Plan (QSIP) has been revised to convey the intent of the leadership and guides the development, scope, alignment and evaluation of the written curriculum in all content areas. It also ensures quality control of the designed and delivered curriculum. The district will continue to implement the QSIP which will assist in aligning the curriculum to the common core state standards, structure the pacing guides and analyze the district assessment data. It also ensures quality control of the designed and delivered curriculum in conjunction with Saginaw Valley State University.

Category: Career and College Ready

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Tier: Tier 1

Activity - Curriculum Alignment to CCSS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).</p> <p>Schools: All Schools</p>	<p>Curriculum Development, Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$3000</p>	<p>Title I School Improvement (ISI)</p>	<p>The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement) are responsible for purchasing this resource.</p>
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Activity - Data Analysis of Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.</p> <p>Schools: All Schools</p>	<p>Curriculum Development, Technology, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$120000</p>	<p>Title I Part A, Title I Part A</p>	<p>District Coordinator of student learning and achievement, the school instructional coaches and school leaders are responsible for analyzing data.</p>

Activity - Curriculum Alignment Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example- MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$44750	Title I Part A, Title II Part A	The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement)
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Activity - Teaching the Common Core State Standards	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>In order to create accountability for students, teachers, administrators and the school, all staff will assist in the development of curriculum, cross-curricular units, lessons and activities that are aligned to the Common Core State Standards (CCSS), This will be accomplished by using a rigorous lesson planning model. This model will be used to translate the standards into learning. By focusing on continuous improvement, the staff will employ exemplary practices that will increase learning and achievement. Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills.</p> <p>The staff will:</p> <ul style="list-style-type: none"> <li>- Clarify/Interpret the expectations of the CCSS in terms of knowledge, understanding, and skills.</li> <li>- Develop common assessments that will provide evidence of student learning.</li> <li>- Develop student learning maps that provide a focus for teacher planning and clearly communicate the expected learning to students.</li> <li>- Develop lessons and units that incorporate research-based and exemplary practices to ensure that students learn what is expected.</li> </ul> <p>In order for the staff to ensure that classroom lessons, assessments, and instruction are driven by the common core state standards, the staff will create student learning maps. These maps will be derived from the academy's standards driven curriculum. This process will clarify the standards into terms of what students need to know and be able to do in order to be successful at their grade level. The development of the student learning maps will provide a consistent access to the standards and the curriculum throughout the school. This activity will be monitored by the instructional coach, district coordinator of student learning, and the school leader and will be evidenced by the submission of student learning maps, along with lesson plans that follow them. This will require an online observation tool/app to record observations, transmit feedback, and generate data.</p> <p>Schools: All Schools</p>	<p>Monitor, Direct Instruction</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$6000</p>	<p>Title I Part A</p>	<p>Instruction staff, instructional coaches, school leaders, district coordinator of student learning</p>
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Activity - Professional Development on High Yield Tier I Instrucion	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

The staff will receive training on how to implementation of the common core state standards and on how vertically align the curriculum. Frequent observations will take place by the instructional coach, the school leader, and the district coordinator of student learning to ensure that best practices are being used to teach the common core state standards. Summative assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the program.  Schools: Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$6000	Title II Part A	Instructional staff, instructional coaches, school leaders, and the district coordinator of student learning
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Activity - Effective and Ongoing Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
FocalPointK-12, or a program similar, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.  The instructional leadership team and teachers will collaborate to monitor assessment results to identify areas of deficit. Collaborative planning with the instructional leadership team and all instructional staff and support staff will base decision making off of data analysis of assessment results. Naiku, or a similar program, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including Common Core State Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for all students in all tier levels.  Schools: All Schools	Technology, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$75000	Title I Part A	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

Activity - Student Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

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Teachers will receive professional development on engagement strategies which will be incorporated into their lesson plans and delivery. Classroom participation and mastery will increase from increased levels of engagement.  Schools: All Schools	Supplemental Materials, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$25000	Title I Part A	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
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Activity - Graphic Organizers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students and teachers will use graphic organizers when modeling and displaying mastery. These graphic organizers will be used weekly.  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1		08/16/2018	06/21/2019	\$1000	Title I Part A	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

Activity - Academic Vocabulary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and prerequisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.  Schools: All Schools	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$1000	No Funding Required, General Fund	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

Activity - School Improvement Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

The school improvement coach will provide assistance to the academy's School Improvement Team in planning, implementing, monitoring and evaluating school improvement strategies in order to ensure fidelity and effectiveness, including the coordination and implementation of federal, state, and local resources and programs. The coach will promote a knowledge base of effective strategies, assist in on-site professional learning, and participate in on-going and extensive professional development.	Curriculum Development, Professional Learning, Teacher Collaboration, Policy and Process	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Section 31a	School Improvement Coach
Schools: All Schools								

Activity - District Improvement Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will host a planning meeting to review student achievement data, credits and curriculum resources.  Schools: All Schools	Curriculum Development, Getting Ready, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	School leaders, instructional coaches, school improvement team leads, and the district coordinator for student learning

Activity - District and School Improvement Planning Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District improvement team members will require professional development on: Grants, Legislative Policies & Procedures, ASSIST diagnostics, District/School Improvement Frameworks, Data Review and Analysis, Curriculum Alignment, Program Evaluation, and Effectively Using Technology.  Schools: All Schools	Professional Learning, Policy and Process	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	Title II Part A	School leaders, instructional coaches, school improvement team leads, and the district coordinator for student learning

### Strategy 2:

DI (Differentiated Instruction) - All staff will implement DI (Differentiated Instruction) in response to data to increase student achievement and close the achievement gaps among the sub groups. Staff will incorporate DI strategies throughout the implementation of the Common Core State Standards.

Category: English/Language Arts

SY 2017-2018

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## District Improvement Plan

Cesar Chavez Academy

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 2

Activity - Monitor Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district's administrative team (school leaders, instructional coaches, ELL coach, district curriculum and RVP) will monitor the implementation of these strategies on a daily basis.  Schools: All Schools	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$120000	Title I Part A	District administrative team
Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$65000	Title III, Title II Part A, Title II Part A, Title II Part A	District administrative team School leaders, district coaches, instructional coaches.
Activity - Purchase additional resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Teachers will be provided with materials and supplies to support the best practices. For example, visual aids graphic organizers, grade leveled books, books on tape, head phones, Kindles and writing journals and materials for writers workshop, idiom of the day cards, interactive smart board games, CCSS flip charts to enhance instruction in reading and writing, online resources and applications.  Schools: All Schools	Supplemental Materials	Tier 1	Implement	08/16/2018	06/21/2019	\$18000	Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for researching, recommending and the purchase of additional resource materials.
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Activity - Hands-On Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and highly-qualified support staff will group students according to performance and observation outcomes to allow for appropriate learning opportunities and skills practice to enhance acquisition of content material. Differentiated instruction will be reflected in the teachers' lesson plans in all core subjects. Frequent observations will take place by the instructional coach to ensure the implementation of differentiated instruction. Common assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the activity. The teachers will need the necessary materials to implement differentiated instruction and learning stations. These include: activities, games, and manipulative materials. Teachers will collaborate within departments and across the curriculum to guide the planning. Lesson plans will be based on Michigan content standards, the CCA Curriculum, and the Common Core State Standards. Teachers employ the strategies needed to effectively differentiate lessons and assessments, based on student readiness, learning styles, and needs.  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5500	Title I Schoolwide, Title I Schoolwide	Instructional coach, instruction staff, and support staff

## District Improvement Plan

Cesar Chavez Academy

Activity - Informational Text and Leveled Readers (Spanish & English)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate</p>	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$17602	Title III, Title II Part A, Title I Schoolwide , Title III	School leader, instructional coach, administrative team, support staff, and the district coordinator of student learning
Activity - Use of Research and Evidence Based Activities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Professional Learning Communities drive the academic program which provides information on research and evidence based activities that have documented results to increase utilization of D.I. in all tiered instruction.</p> <p>Schools: Cesar Chavez Academy Elementary East</p>	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach, instruction staff, and support staff
Activity - Effective Use of Reading Specialist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The reading specialist has a multitude of responsibilities that include working with the instructional coach and data coach to monitor reading growth, review lesson planning and delivery, assisting in gathering data to measure student success, giving feedback on instruction and best practices in reading, and supporting staff in reading and English Language Arts instruction.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$60000	Title I Schoolwide	School leader, Instructional Coach, Data Coach, Reading specialist
Activity - At Risk Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process.  Schools: All Schools	Academic Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$375000	Title I Part A, Section 31a, Title III	Instructional coach, instruction staff, and support staff
Activity - Reading Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.  Schools: All Schools	Academic Support Program	Tier 3	Evaluate	08/15/2018	06/21/2019	\$48500	Section 31a, Title I Part A	The School Leader, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff

### Strategy 3:

Extended Learning Opportunities - Cesar Chavez District will host a number of learning programs and extended day learning opportunities that will meet the needs of all students. Programs include Credit recovery, Summer Learning Academy for Title I students (students at risk) and English Language Learners, after school tutoring, Saturday school, Spring Break Academic Camp and transition programs.

Category: English/Language Arts

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 3

Activity - Hire additional Academic Support staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

The district will hire or retain additional staff (Title I teachers, Math and Reading specialists, academic support staff) and ELL certified lead teachers to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual needs of each student. The students progress will be monitored through the RtI process.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$1730324	Title I Part A, Section 31a	School leaders are responsible for hiring staff.
Schools: All Schools								

Activity - Summer School Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$212500	Section 31a, Title I Part A, Section 31a	School leader, instructional coaches and teachers.

Activity - Summer School Program Administrator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$11500	Title I Part A, Section 31a	Administrative team, Summer School program administrator

Activity - Extended Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff will support at-risk students with afterschool tutoring, summer school when necessary, and credit recovery via Odyssey program.  Schools: Cesar Chavez High School	Academic Support Program, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$50000	General Fund	General Education Teachers, Special Education Teachers, Instructional Coach, all Para-Professionals, School Leader

## District Improvement Plan

Cesar Chavez Academy

Activity - After School Study Skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify students that are at risk in language arts for after school support on targeted skills.  Schools: All Schools	Academic Support Program	Tier 3	Monitor	08/16/2017	06/22/2018	\$16500	Section 31a, Title I Part A	School leader, coach, teachers and highly qualified aides

Activity - Living Arts Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
This program will partner with the staff at various CCA Campuses to ensure receive enriching experiences connecting to culture and art.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate	Implementation, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$12000	Other	School leader, teachers, Living Arts Program Director and instructional coach

### Strategy 4:

Instructional Staff Coaching - The District will maintain an Instructional Coach in each building, ELL Coaches , Data Coaches, PBIS Coaches, and a District Coordinator for Student Learning to assist teachers to implement instructional strategies that will help students use and continue to build their literacy skills through each content area, analyze building level data, develop maps and pacing guides and plan professional development that meet the individual needs of staff.

Category: English/Language Arts

Research Cited: Marzano, R (2003 ). What works in schools: Translating research into action.

Knight, J. (2005). A primer on instructional coaching. Principal Leadership, 5(8) 17-20.

Neufeld, B., & Roper, D. (2003). Coaching: A Strategy for Developing Instructional Capacity, Promises, and Practicalities.

Poglinco, S., Bach, A., Hovde, K., Rosenblum, S., Saunders, M., and Supovitz, J. (2003). The Heart of the Matter: The Coaching Model in America's Choice Schools.

Lyons, C., and Pinnell, G. (2001). Systems for Change in Literacy Education: A Guide to Professional Development.

Coggins, C., Stoddard, P., and Cutler, E. (2003). "Improving Instructional Capacity through Field-Based Reform Coaches."

Barr, K., Simmons, B., and Zarrow, J. (2003). "School Coaching in Context: A Case Study in Capacity Building."

Tier: Tier 1

Activity - Walk-Throughs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Instructional coaches, District ELL coaches and Curriculum Director will conduct daily walk through to provide teachers with formal and informal feedback. Walk-Throughs will utilize a common tool in order to provide consistent and timely feedback, allowing for the results to be analyzed and reported. Daily, Weekly and Monthly walk-throughs will be used as a form of data to measure success of various components of learning.	Walkthrough, Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	Title I Part A	School leader, instructional staff, instructional coach and district coordinator for student learning
Schools: All Schools								

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze student achievement data to drive instruction, make recommendations for school improvement goals and professional development.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	The district administrative team
Schools: All Schools								

Activity - Professional Development for District Leadership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$20000	Title II Part A, Title II Part A	The district administrative team
Schools: All Schools								

Activity - Utilize Instructional Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The district will utilize the instructional coach in each building in order to provide academic support, resources, and professional feedback to teachers in order to improve teaching and learning in each classroom. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.</p> <p>Schools: All Schools</p>	<p>Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$400000</p>	<p>Title I Part A, Title I Part A</p>	<p>School leader, district coordinator for student learning, instructional coaches</p>
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Activity - Marzano's Observation Tool	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Web-based site license for Teacher Observations</p> <p>Schools: All Schools</p>	<p>Walkthrough, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Administration, instructional coach, data coach, RTI coach, Department of Academic Achievement</p>

Activity - Utilize Data Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The data coach has a multitude of responsibilities that mostly include working with the instructional coach to monitor student growth, gathering data to measure student's success, giving feedback on instruction and best practices. He/she works closely with instructional and support staff to analyze data, provide assistance, and uphold the SIP goals and activities. The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez High School</p>	<p>Academic Support Program, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$80000</p>	<p>Title I Part A, Title I Part A</p>	<p>School leader, instructional coach, data coach</p>



## District Improvement Plan

Cesar Chavez Academy

Activity - Teacher Evaluation Platform	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>A framework for evaluating teachers and administrators will be selected. This framework will meet the requirements as dictated by the Michigan Department of Education. The framework will necessitate the acquisition of a data collection tool that works with the framework.</p> <p>Schools: All Schools</p>	Evaluation, Policy and Process	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	Title I Part A	School leaders, instructional coaches, district coordinator for student learning
Activity - Professional Development for Teacher Evaluation Platform	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The administrative team will require professional development on the teacher/administration framework and the data collection tool.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Title I Part A	Administrative Team
Activity - Professional Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, RtI, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2000	Title I Schoolwide	School leadership, instructional leadership team, district coordinator for student learning, instructional staff, support staff
Activity - Collaboration with District Coordinator for Student Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students' academic progress, procedures, data resources and teaching/learning are discussed to ensure alignment across the district.</p> <p>Schools: All Schools</p>	Academic Support Program, Curriculum Development, Policy and Process	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$0	General Fund	School leader, instructional coach and district coordinator for student learning

**District Improvement Plan**

Cesar Chavez Academy

Activity - ELA Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
An ELA coach will be contracted to provide job-embedded professional development to teachers in best practices for ELA instruction. This will be done through the use of instructional learning cycles. The ELA coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies. ELA coach will observe instruction in the classroom to guide the processes and provide feedback to impact student learning.  Schools: All Schools	Evaluation, Curriculum Development, Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$13500	Section 31a, Title I Schoolwide	District coordinator for student learning, school leaders, instructional coaches, instructional staff, and ELA coach

**Strategy 5:**

Parent Involvement - The district will increase parent involvement to support student learning in all content areas. Activities include: Curriculum Night /Lunch bunch, ESL classes, Open House/Student Orientation, Title I parent meeting, standardized test preparation meeting, Homework and Study Skills, and English and Math initiatives.

Category: English/Language Arts

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Tier: Tier 1

Activity - Parent Literacy Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

Materials and supplies pertaining to the core subject areas will be purchased to support the parent workshops.  Schools: All Schools	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$25000	Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) are responsible for researching, recommending and the purchase of additional resource materials.
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Activity - Parent Involvement Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent Involvement Coordinators will work within buildings to build effective parent relationships to further gain parental involvement with the school and community. They will also further build parent knowledge and capacity.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	Title I Part A	School Leaders

Activity - Parent Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of usalearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East, Cesar Chavez High School</p>	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$7000	Title I Schoolwide, Title I Part A	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff
Activity - Bi-Weekly Curriculum Briefing for ELA	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Bi-weekly meetings will be held by parent liaison and staff to connect with families to increase participation and encourage families to become more aware of the expectations for learning. Refreshments and literature will be provided for families and children during these activities as well.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate</p>	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$2150	Title I Part A	Coach, leader and staff
Activity - Parent Friendly Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create Parent Friendly curriculum that is translated into Spanish based on common core state standards.</p> <p>Schools: Cesar Chavez Academy Elementary</p>	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	No Funding Required	School leader
Activity - Dia De La Mujer Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Dia De La Mujer held at Michigan State Univ. Open to 50 parents on a first-come, first-serve basis. The 1-day conference in March is designed to provide Michigan Latinas with the opportunity to develop support systems to overcome challenging areas. Agenda is tailored to Latinas' social/academic issues, is a source of education/development for employment, educational opportunities & empowerment of Latinas.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$750	Title I Part A	School leader
Schools: Cesar Chavez Academy Elementary								

Activity - Parent Leadership Institutes and Give aways	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Weekly morning meetings are held for parents to give research based information on how to help their child excel in school. Raffles of instructional materials will be made weekly to encourage participation and learning in the home.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$4100	Title III	School leader, staff
Schools: Cesar Chavez Academy Elementary								

Activity - Home Visits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Stipends for teachers who conduct home visits for students who are at-risk (chronologically absent).	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$2000	Title I Part A	administration, community liaison, teachers, support staff, instructional support
Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East								

Activity - After School Events	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school events such as literacy night, math night, and science night that will engage families will instructional activities and strategies that can be done at home. Students will be able to take home manipulative materials, books, and learning games to bridge the home/school connection.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$1500	Title I Part A	administrative team, teachers, support staff
Schools: All Schools								

Activity - Parent Newsletter Subscriptions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Subscriptions to newsletters for parents to support the home/school connection and support parents with added strategies  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$500	Title I Part A	administrative team, community liaison
<b>Activity - Monthly Reading Events and Activities</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>
Students will gain better understanding and comprehension of ELA common core from attending seminars and activities with their parents and families that highlight strategies to improve reading skills. The staff and committees will also plan engagement activities that helps students with progress.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	Title I Part A	School leader, instructional coach, staff
<b>Activity - Distribute Literature to Inform Parents on ELA Strategies</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>
Title funds will be utilized to offer learning materials to families to inform on Common Core expectations and how to work with their children at home.  Schools: All Schools	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$1500	Title I Part A	School leader, instructional coach and instructional and support staff
<b>Activity - Assistance from Agencies to Present to Families</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>
Administration with research, collaborate and employ agencies and presenters to work with parents and families to increase participation with academics.  Schools: Cesar Chavez Academy Elementary East	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$3500	Title I Part A	School leader, instructional coach, contractual services and staff
<b>Activity - Professional Development on Parental and Community Relationship</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>

## District Improvement Plan

Cesar Chavez Academy

Staff and parents will be invited to seminars and professional developments that inform stakeholders on best practices for engaging parents and teaching at risk students.  Schools: Cesar Chavez Academy Elementary East	Parent Involvement, Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	General Fund	School leader, district coordinator for student learning, instructional coach and support staff
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Activity - Attendance/Truancy Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Stipend provided to attendance coordinator for keeping track of attendance and contacting families of truant students  Schools: All Schools	Parent Involvement, Academic Support Program	Tier 3	Implement	08/16/2018	06/21/2019	\$35000	Section 31a	Administration, Community Liaison

Activity - Incentives to address (Chronic Absentism)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Incentives will be chosen in order to reduce the chronically absent students in our district which is increasing at high percentages.  Schools: All Schools	Parent Involvement, Getting Ready, Community Engagement, Materials, Other - Monetary Incentives, field trips, uniforms, etc	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$17000	Section 31a, Title I Part A	School leader, truancy officer, social worker and selected staff

### Strategy 6:

Multi-Tiered Systems of Support - The district will continue to implement the Response to Intervention (RtI) and Positive Behavior Intervention Support (PBIS) tiered model to close student achievement gaps in all subgroups, to monitor student progress, and to support positive behavior.

Category: Learning Support Systems

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

## District Improvement Plan

Cesar Chavez Academy

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.:

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Ellis, A. K. (2001). Research on educational innovations.

Burns, M. K., Appleton, J. J., & Stehouwer, J. D. (2005). Meta-analytic review of responsiveness-to-intervention: Examining field-based and research-implemented models.

Tier: Tier 2

Activity - Hire or retain additional support staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$652456	Title I Part A, Title I Part A, Section 31a, Title I Part A, Section 31a	The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.

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



**District Improvement Plan**

Cesar Chavez Academy

<p>The district administrative team will monitor the MTSS process across the district. All teams are expected to use at least 6-8 data points aligned the the Common Core State Standards to determine the growth of students. Data points include NWEA, Accelerated Reader, Study Island, Exam view Pre and Post test, Read 180- Tier III and ELL, ACT/MME Pre and Post test, DIBELS K-3 and Phonics screeners.</p> <p>Schools: All Schools</p>	<p>Academic Support Program, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>The districts administrative team(school leaders, instructional coaches, district coordinator for student learning and RVP), in collaboration with Data/Rtl coaches, are responsible for monitoring the MTSS programs.</p>
Activity - Professional development / PLC for MTSS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Cesar Chavez Academy

<p>Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>	<p>Tier 2</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$9350</p>	<p>General Fund, Title II Part A</p>	<p>The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for facilitating professional development workshop.</p>
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Activity - Purchase Progress Monitoring Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district administrative team will purchase progress monitoring tools such as Read 180, Study Island, Moby Max, NWEA to monitor student growth and acquisition of the CCSS in order to meet the needs of all students, particularly those performing below grade level.</p> <p>Schools: All Schools</p>	<p>Academic Support Program, Technology, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$60000</p>	<p>Title I Part A</p>	<p>The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning) are responsible for purchasing the tools needed for the MTSS programs.</p>

## District Improvement Plan

Cesar Chavez Academy

Activity - Title I Teachers-Data Driven Targeted Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans ,Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$344863	Title I Part A, Title I Part C	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers
Activity - Professional Development on RLAC /Phonics First and Phonemic Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will receive sustainable and ongoing professional development on targeted interventions.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate</p>	Monitor	Tier 2	Implement	08/16/2018	06/21/2019	\$3500	Title II Part A	School leader, instructional coach, instructional staff
Activity - Response to Intervention/Data Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>A response to intervention coach will oversee the Rtl process and support in reviewing data, implement intervention groups, schedule parent meetings, facilitate Rtl meetings</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Implementation, Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$33000	Title II Part A	Administration
Activity - Increase Use of Research and Evidence Based Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Students will be exposed to a myriad of resources allocated from grant funds to intentionally help increase, fluency, comprehension, phonemic awareness, etc. during RTI time on a daily basis to also promote engagement and motivation in students.  Schools: All Schools	Direct Instruction		Monitor	08/16/2018	06/21/2019	\$3000	Title I Part A	School leader, coach and instructional staff
<b>Activity - Intervention Materials</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>
Resource materials to assist academic support staff in implementing engaging and motivating interventions in phonemic awareness, phonics, comprehension, vocabulary, fluency. These will include: Reading games, manipulatives, leveled readers and various leveled materials, Audio books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$5500	General Fund, Section 31a	Administration, instructional coach, support staff
<b>Activity - Reading Interventions</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>
The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.  Schools: Cesar Chavez High School	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$40000	Title I Part A	The School Leader, district coordinator for student learning, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff
<b>Activity - Academic Vocabulary</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>

**District Improvement Plan**

Cesar Chavez Academy

Teachers will incorporate academic vocabulary into daily lessons across all content areas.  Schools: All Schools	Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$1000	General Fund	Instructional Coach, General Education Teachers, Support Staff, School Leader, Special Education Teachers
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Activity - Rtl Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school leadership team along with Rtl instructional team plan meetings to discuss the growth of students while examining progress monitoring tools and classroom data to create an action plan for student improvement. Meetings will be planned with instructional staff and administration to discuss data and the RTI process (tier students, gauge process and evaluate tools).  Schools: All Schools	Academic Support Program, Monitor	Tier 2	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	School leader, Social Worker, Special Education Teacher, General Education Teacher and Instructional Coach

Activity - Documented Referral Process	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>At the beginning of the school year, teachers and support staff are educated on the referral process for Special Education Services and are expected to collect data during the first 4-6 weeks to discover what the areas of weaknesses are and gather input from the parents, support staff, and various data points. Every 4-6 weeks, the student's progress or the lack of is discussed to monitor strategies being used and plan for the next steps of implementation of techniques and strategies that directly highlight and address the areas of improvement.</p> <p>From gathering data, conducting interviews and various meetings about student progress (strengths and weaknesses) decisions are made regarding interventions and purchasing of programs and materials. Each Tier 2 and 3 student has a folder and portfolio that documents their performance and attempts made to increase performance (progress monitoring tools, parent letters and agendas from meetings).</p> <p>Schools: All Schools</p>	Policy and Process	Tier 2	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	School leadership, instructional leadership team, instructional staff, support staff, office staff
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Activity - PBIS Incentives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.</p> <p>Schools: All Schools</p>	Behavioral Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$7000	Title I Schoolwide	School leadership, instructional leadership team, instructional staff, support staff, office staff

Activity - PBIS Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Off- or on-site PDs throughout the year to ensure full implementation of the school wide PBIS program to promote an atmosphere of respect, safety, and responsibility. In addition, the PBIS team also provides frequent presentations on the PBIS program and discussions on the evaluation of the program are planned during staff meetings and PD days.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	Title II Part A	School leadership, instructional leadership team, instructional staff, support staff, office staff

### Strategy 7:

21st Century Technology Intergration - Technology will be integrated across the curriculum in order to deepened and enhance the learning process. To accomplish

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## District Improvement Plan

Cesar Chavez Academy

this, the technology will support active student engagement, participation in student collaborative group, frequent interaction and feedback, and connection to real-world examples and experts. This integration will be achieved by making the use of technology part of a routine as it supports 21st Century curricular goals. Technology integration will enable students and staff to access online reading assessments and programs as well as appropriate reading and instructional materials.

Category: English/Language Arts

Research Cited: Technology based reading programs/assessments (Star Reading Program, Accelerated Reader program, supplemental programs Read Naturally, Read 180, IXL, Compass Learning), Michigan Department of Education, Wayne RESA, PBIS Support from Academic Support Theory, Marzano Research, Improving Teaching and Learning with Data Based Decisions (Protheroe, 2001)

Tier: Tier 1

Activity - Testive ACT/SAT Online Test Preparation Tool	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Purchase supplemental Testive Online Program Schools: Cesar Chavez High School	Supplemental Materials, Technology, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Section 31a	School Leader, Instructional Coach, English Language Arts Teacher, Math Teachers

Activity - Professional Development on Technology Integration	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop -NWEA - Accelerated Reader -Accelerated Math -Big Ideas -Compass Learning -Google -Microsoft Schools: Cesar Chavez Middle School	Professional Learning, Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$26700	Title I Schoolwide	School leadership, instructional leadership team, instructional staff, support staff, office staff, and district coordinator for student learning

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Activity - Technology Acquisition	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports</p> <p>Schools: Cesar Chavez Middle School</p>	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$100000	Title I Schoolwide	School leadership, instructional leadership team, instructional staff, support staff, technology team
Activity - Utilize Technology	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will use computer software programs (IXL, Study island, FocalPointK12, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. On a weekly basis, teachers will plan for students to work at their level on tasks through games, auditory learning and applying test taking skills with software such as Star Reader/Accelerated Reader, RAZ kids, StudyIsland, and Scholastic News that provide real time data to drive instruction.</p> <p>Schools: All Schools</p>	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$57400	Title I Part A, Title I Schoolwide	School leadership, instructional leadership team, instructional staff, support staff, technology leadership
Activity - Professional Development on Using Technology with Elementary Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>At least two sessions, on or off site, will be offered for teachers to attend to receive research on the impacts of reading and writing in relationship to technology. Teacher choices include; Accelerated Reader, iPad training, Promethean training, Solo6.</p> <p>Schools: Cesar Chavez Academy Intermediate</p>	Professional Learning, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$2500	Title II Part A	Instructional staff, coach, school leader, and district coordinator of student learning
Activity - Utilize Technology/Hardware in the Classroom	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



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Cesar Chavez Academy

Students will use iPads, laptops, desktops, NEOS, audio players, and other hardware to increase mastery and work at their ability level to address the gap in achievement.  Schools: All Schools	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	Title I Part A	School leader, coach, teachers and support staff
<b>Activity - Utilize Software Licenses to Engage Learners</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>
Students will use learning atoz.com, Discovery Education, United Streaming, Moby Max, Starfall, Raz kids, Reading A-Z, Lexia, BrainPop, Interactive White board games (lakeshore) and a variety of iPads applications to enhance whole group as well as independent learning. ESL learning software: BrainPop; to reinforce language acquisition, visual learning and enhance instruction  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$16200	Title III, Title I Part A	School leader, coach, teachers and support staff
<b>Activity - Sustainable PD on Using Technology</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>
Instructional staff will be equipped the essential tools to teach using Ipads and technology in the form of on-going professional development  Schools: Cesar Chavez Academy Elementary	Professional Learning, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$2000	Title II Part A	Instructional staff, coach, school leader, and district coordinator of student learning

### Strategy 8:

Best Practice Strategies in Reading & Writing - The administrative team will gather information from Comprehensive Needs Assessment (CNA) to present to the staff on the various areas of weakness across the grade levels to decipher what internal and external factors contribute to the decline/incline in achievement. Teachers will build background knowledge, explicitly teach domain-specific vocabulary, provide students with opportunities for peer interaction, ask students to answer higher order thinking questions and develop their own HOTS questions. Teachers will model writing in the content of reading and expect students to write fluently about topics in reading. Teachers will provide students with graphic organizers, sentence stems and model the use of these in learning.

Category: English/Language Arts

Research Cited: !!!

Tier: Tier 1

## District Improvement Plan

Cesar Chavez Academy

Activity - Professional Development on Reading Best Practices and Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will academically benefit from lessons that are engaging, meet their needs, and work with resources that teachers and support staff deliver with reading instruction. Instructional staff will participate in a professional development on best practices specifically Making Meaning, Independent reading, Adolescent Accelerated Reading Initiative.</p> <p>Schools: All Schools</p>	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$4800	Title II Part A	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Activity - Rigorous Reading Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will utilize best practices and recommended strategies to teach the Common Core State Standards including close reading, paired texts, use of graphic organizers, building background knowledge, and academic vocabulary instruction. Teachers will increase the use of informational text to align with recommendations set forth by national and state standards. Students will benefit from more rigorous instruction that aligns with the Common Core State Standards.</p> <p>Schools: All Schools</p>	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Activity - Monitoring Best Practice Reading & Writing Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Instructional staff will be monitored by the coach and leader when viewing instruction firsthand by conducting walk-through weekly and teachers will receive a copy. Instructional Coach will provide teachers with specific support and feedback based on classroom observations.</p> <p>Schools: Cesar Chavez Academy Intermediate</p>	Walkthrough, Monitor	Tier 1	Monitor	08/16/2017	06/22/2018	\$68393	Title I Part A	Instructional coach and school leader
Activity - Modeling of Reading & Writing Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Modeling from teachers and support staff are daily expectations to help increase mastery and for students to make connections with the skill and standard.  Schools: Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
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Activity - Weekly Use of Evidence Based Software Licenses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Study Island, RAZ Kids, IXL, United Streaming and other software licenses are utilized by teachers on a weekly basis and turn in report to the instructional coach to track student use.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Supplemental Materials, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	Title I Part A	School leader, instructional staff, teachers, support staff

Activity - Utilize Assisted Technology	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To prepare students with Career and College Readiness, review prerequisite skills, address areas of deficient, increase engagement and incorporate technology into daily activities, technology will be a focus in upholding our mission of IGNITE. EDUCATE. EXCEL. Elmo projectors and smart boards are a part of lesson planning to model, present and review material. Laptop cart are available to all grades and twice a week students are expected to practice skills at their level on IXL, StudyIsland, Raz-Kids, etc. will be used in various forms to engage the learners and meet them at their ability level.  Schools: Cesar Chavez Academy Elementary East	Supplemental Materials, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	General Fund	School leader, instructional coach and staff

Activity - Data Use for Lesson Delivery from Site Licenses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Reports from IXL, ABC Mouse, StudyIsland, NWEA, Learningtoz.com are generated to discuss during various meetings with the instructional coach and leader to drive revisions and planning of lesson delivery.  Schools: Cesar Chavez Academy Elementary East	Supplemental Materials, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	Title I Part A	Instructional staff, instructional coaches, school leaders, and support staff
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### Strategy 9:

Reading and Writing Across the Content Areas - All staff will support students in achieving school-wide reading and writing goals across all grade levels and content area. Reading critically is the act of making meaning with and through a text. Students benefit from the explicit instruction of close and critical reading as teachers guide them toward comprehension and interpretation.

Category: English/Language Arts

Research Cited: Michigan Department of Education, Wayne RESA, PBIS Support from Academic Support Theory, Marzano Research, Improving Teaching and Learning with Data Based Decisions (Protheroe, 2001)

Tier: Tier 1

Activity - Incorporate Writing and Reading in all Content Areas	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will write using the six traits and read displaying the traits of a "good reader" across all subjects including reading, writing, science, social studies, math and health as well.  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

Activity - Use of Rubrics/Checklists for Assignments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will use student friendly rubrics for self reflection and monitoring of understanding of the expectations.  Schools: Cesar Chavez Academy Elementary East	Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Activity - Close and Critical Reading and Writing Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff throughout the district will incorporate the close and critical reading and writing strategies aligned to the CCSS (Common Core State Standards).  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$4000	Title I Part A	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Activity - Planning Close & Critical Reading Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez High School	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$2500	Title I Part A	All English Language Arts Instructors
Activity - PD on Close & Critical Reading Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$3500	Title II Part A	All ELA Instructors
Activity - Assessing Reading Proficiency	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be responsible for drafting a reading proficiency assessment and administer it four times a year to gauge student understanding and mastery of reading comprehension skills taught through the Close and Critical Reading Learning Strategy.  Schools: Cesar Chavez High School	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Title I School Improvement (ISI)	All English Language Arts Instructors
Activity - At-Risk Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process  Schools: All Schools	Academic Support Program	Tier 1	Monitor	08/16/2018	06/21/2019	\$68250	Title I Part A, Title III	Instructional staff, instructional coaches, school leaders, and support staff
<b>Activity - Informational Text &amp; Leveled Readers</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>
Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$6500	Title I Part A	Instructional staff, instructional coaches, school leaders, and support staff
<b>Activity - PD on Reading and Writing Across the Curriculum</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>
Continued professional development for all involved in teaching reading and writing strategies to increase the use of writing across the curriculum  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Title I School Improvement (ISI)	Instructional staff, district coordinator of student learning and achievement, instructional coaches, school leaders, and support staff
<b>Activity - Writing Across the Content Areas</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>

## District Improvement Plan

Cesar Chavez Academy

Writing curriculum and materials to teach and implement strategies across content area Professional development for instructional staff to improve the amount and rigor of writing across content areas  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Title I School Improvement (ISI)	Instructional staff, instructional coaches, school leaders, and support staff
<b>Activity - Daily Use of Higher Order Thinking Skills/Bloom's Taxonomy</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>
Teachers will require students to support their ideas, inferences, and opinions with logical reasons and text evidence. Teachers will have students create and answer questions at various depths of knowledge across the curriculum. Instructional staff will confirm this through biweekly walk-throughs.  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	School leader, instructional staff, instructional coach and district coordinator for student learning
<b>Activity - Accelerated Reader</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>
Continue to implement Accelerated Reader Technology program and Star Reader assessment along with Early Star Literacy.  Schools: Cesar Chavez Academy Elementary	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$3000	Title I Part A	School leader, coach, teachers and support staff
<b>Activity - Handwriting Without Tears Program</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>
Handwriting without tears will enhance our writing curriculum through developmentally appropriate, multisensory approach to handwriting instruction which will build the strong foundation to becoming strong writers.  Schools: Cesar Chavez Academy Elementary	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$1200	Title I Part A	School leader, teacher, instructional coach

### Strategy 10:

Data-Driven Decision Making - In order to facilitate the achievement of all students, Cesar Chavez is committed to data driven instruction. The staff will implement a systematic ongoing process of continuous improvement by interpreting data, identifying the causality of learning difficulties, and determining how to best use the data to

## District Improvement Plan

Cesar Chavez Academy

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identify the instructional strategies to obtain the goal of 80% proficiency. The data sources utilized will include: formative and summative assessments, perception data, and standardized tests. This information will allow the making of informed decisions concerning both advanced students and students who need remediation. Teachers will progress monitor students using pre- and post-tests, and a student achievement data tracker to progress monitor student performance. The data team leader will help to facilitate and monitor the progress of student performance. The data team will do the following:

- Make data discussion a function of the cooperative learning teams (CLT) to analyze data in departments, content-area, and school-wide
- Design Data Walls
- Communicate Standardized Testing results to staff in a timely manner to drive instruction and students & parents to inform families of individual growth.
- Consistent use of formative and summative assessments

Category: English/Language Arts

Research Cited: Bambrick-Santoyo, P. (2010). *Driven By Data: A Practical Guide to Improve Instruction*. San Francisco, CA: John Wiley & Sons Inc.

The Learning and Learning Center. (2010). *Data Teams Training Manual*, 3rd Edition, Englewood, CO. Lead + Learn Press.

Tier: Tier 1

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The analysis of data through the instructional learning cycles will become a function of the department teams and will assist Cesar Chavez to have a more systematic approach to data driven decisions. This will be an ongoing process of continuous improvement; interpreting the data, identifying root causes and determining how to use the data to identify broad strategies and specific activities to foster our goal of 80% proficiency. These data analysis discussions are also the mode for analyzing data from strategy and activity implementation, as well as formative student achievement data to evaluate success and make adjustments if needed. The data discussion will use a variety of sources such as: classroom data, formative assessments, perception data, and benchmark tests. These will be used to make informed decisions concerning both advanced students and students who need remediation. Teachers will give a pre and post-test and use a student achievement data tracker to progress monitor student performance. The data discussion will help to facilitate and monitor the progress of student performance. Teachers will administer formative and summative assessments, which will allow the staff to make data-driven decisions regarding the learning needs of their students. This will be accomplished through collaboratively generated assessments both formative and summative. The formative assessments will provide teachers with immediate feedback on overall student understanding. The staff will receive training on the development of summative assessments, focusing on aligning the assessments with the curriculum and common core state standards. After this training, the staff will develop summative assessments in each subject area. The assessments will then be reviewed by the instructional coach. As we improve our systematic approach to data driven instruction, we will implement data walls to celebrate student success. The goal of the data wall is to build shared ownership, accountability, and awareness of progress toward school-wide goals and to reinforce positive messaging to school community for overall increased student achievement.</p> <p>Planned meetings to discuss data with general ed, special ed, paraprofessionals and support staff exists in many forms such as RTI, SIP, Grade level and Staff meetings. Teachers and support staff will analyze results for formative and summative assessments to plan and revise lesson delivery and strategies to determine what other materials or review is needed for the students' comprehension of material.</p> <p>Schools: All Schools</p>	Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	School leader, instructional staff, instructional coach and district coordinator for student learning
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Activity - Formative Assessment and Data Analysis Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Instructional staff and coaches will receive professional development on developing formative assessments, and on analyzing and effectively using the formative assessment data. Instructional staff will be presented with a variety of strategies on how to implement and utilize the data gathered from formative assessments  Schools: All Schools	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	Title II Part A	School leader, instructional staff, instructional coach and district coordinator for student learning
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Activity - Focal PointK12	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understandings of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.  Schools: All Schools	Technology, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$10835	Title I Schoolwide	School leader, instructional staff, instructional coach and district coordinator for student learning

Activity - Data Analysis of Benchmark and Local Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.  Schools: All Schools	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Title I Schoolwide	Instructional coach, school leader, and the district coordinator of student learning

Activity - Professional Development on WIDA	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Title III	Instructional coach, school leader, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Activity - Data Team Meeting	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Both instructional learning cycles and grade level/administration meetings will take place twice a month to monitor process of the program.  Schools: Cesar Chavez Academy Elementary East	Teacher Collaboration, Communication, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Activity - Data Collection and Feedback	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A various scheduled times multiple points of data (demographic, perception, and academic) will be collected to inform decision making on curriculum, instruction and assessment.  Schools: Cesar Chavez Academy Elementary East	Evaluation, Teacher Collaboration, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	General Fund	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Activity - Collaboration with District Coordinator of Student Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students' academic progress, procedures, data resources and teaching/learning are discussed to ensure alignment across the district.  Schools: All Schools	Evaluation, Teacher Collaboration, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	General Fund	Instructional coach, school leader, and the district coordinator of student learning
Activity - Benchmark Data Analysis Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Professional development will be provided that will give the instructional staff the skills needed to analyze benchmark data and how to use that data to further student achievement.  Schools: All Schools	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	Title II Part A	School leaders, instructional coaches, instructional staff
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### Measurable Objective 2:

85% of English Learners students will demonstrate a proficiency of 80% or higher in English Language Arts in English Language Arts by 06/30/2024 as measured by NWEA, M-Step (or equivalent state assessment), WIDA and classroom formative and summative assessments..

### Strategy 1:

Extending Learning Time and Academic support - Additional time will be allotted to ensure targeted instruction is given and mastery is made with remediation and academic support.

Category: Other - ELL Support

Research Cited: Reading, Writing and Learning in ESL: A Resource Book by S. Perejoy, O. Boyler and Allyn and Bacon.

Lazarin, Melissa. (2008). A Race Against the Clock: The Value of Expanded Learning Time for English Language Learners.

Lavy, V. (2010). Do Differences in School's Instruction Time Explain International Achievement Gaps in Math, Science, and Reading?

McCombs, J.S., Augustine, C.H., Schwartz, H.L., Bodilly, S.J., McInnis, B., Lichter, D.S. and Cross, A.B. (2011). Making Summer Count: How Summer Programs Can Boost Children's Learning.

Alexander, K.L., Entwisle, D.R., & Olson, L.S. (2007). Lasting consequences of the summer learning gap.

Tier: Tier 2

Activity - After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.  Schools: All Schools	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$98000	Section 31a, Title I Part A, Title III, Title III	School leader, instructional coach, instructional staff.

Activity - ELL Summer School Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in Reading and Writing. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$47700	Title III, Title I Part A, Title III	School leaders, instructional coach, instructional staff.
Schools: All Schools								

### Strategy 2:

Professional Development to support ELL (English Language Learners) - A professional development PD will be implemented to inform all stakeholders of effective strategies to engage, prepare and assess the ELL students.

Category: English/Language Arts

Research Cited: Teaching ELL: The How to Handbook by Teresa Walter.

McLaughlin, B. (1992). Myths and misconceptions about second language learning.

Bailey, A. (2010). Implications for assessment and instruction. In M. Schatz & L. C. Wilkinson (Eds.), The education of English language learners: Research to practice.

Tier: Tier 1

Activity - Consultant to present ELL strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$15000	Title III	School leader, instructional leader, teachers and instructional coach.
Activity - Parental Involvement Activities and Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.  Schools: All Schools	Parent Involvement	Tier 2	Implement	08/16/2018	06/21/2019	\$36940	Title III, Title I Part A	School leader, instructional coach, consultant, and teachers.

## District Improvement Plan

Cesar Chavez Academy

Activity - MABE Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Title III	Administration, instructional coach, instructional staff

### Strategy 3:

Recruit and Maintain Bilingual / ESL Certified staff - The district will make a good faith effort to recruit and retain bilingual certified staff by offering tuition reimbursement to current employees who are in the process of getting an ESL endorsement.

Category:

Research Cited: Goldhaber D. D. and Anthony, E.(2004). Can teacher quality effectively be assessed? The Urban Institute.

National Clearinghouse for English Language Acquisition. "The Growing Numbers of Limited English Proficient Students."

Tier: Tier 1

Activity - Recruit and Retain Bilingual / ESL Certified staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Curriculum Development, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	Title III	District administrative team

Activity - Tuition Reimbursement for ELL Endorsement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	Title III	School leaders

Activity - SVSU ESL Endorsement Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Certified teachers will be able to enroll in an ESL Endorsement Program from Saginaw Valley State University. The program will be onsite and include a tuition discount.  Schools: All Schools	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Other	School leaders, district coordinator for student learning, RVP, instructional coaches
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Activity - ELL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Walkthrough, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$120000	Title I Part A	School leaders, district coordinator for student learning, instructional coaches, ELL coaches

### Strategy 4:

Multi-Tiered Systems of Support (ELL) - A Multi-Tiered System of Support will be utilized in order to gauge ELL students growth and provide purposeful and targeted instruction to meet their needs. Teachers and support staff will analyze data to highlight the areas of concerns and utilize resources that will promote academic excellence.

Category: English/Language Arts

Research Cited: Instructional Assessment of ELL in the k-8 Classroom by Diane Brantley and the Rtl network resources

Tier: Tier 1

Activity - Utilize ESL Teachers / Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.  Schools: All Schools	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$70000	Title III	School leader, instructional coach, teachers

Activity - ESL Resource Materials for supporting students in small group instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Materials to support vocabulary, comprehension, and listening skills including Expanding Expression tool kits for developing expressive language for students scoring basic, low and high intermediate on WIDA such as audio books and audio players, tag readers, MP3 players, Leapfrog instructional videos, instructional games that support language development  Schools: Cesar Chavez Academy Elementary	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$3600	Title III	Administrati on, instructiona l coach, ELL teacher, support staff
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Activity - ELL Materials for supporting Tier I Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL iPad applications to reinforce phonics, phonemic awareness, vocabulary, sight words, reading comprehension and fluency. Audio and bilingual picture books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction. Students at risk in language development, vocabulary, comprehension, and word recognition will receive a student work bag that will be signed out weekly by parents. Take home bags will include activities that will support the aforementioned skills  Schools: Cesar Chavez Academy Elementary	Technology , Materials	Tier 1	Monitor	08/16/2018	06/21/2019	\$5500	Title III	Administrati on, instructiona l coach, instructiona l staff, ELL teacher

### Strategy 5:

Sheltered Instruction Observation Protocol - All staff will implement SIOP (Sheltered Instruction Observation Protocol) a research-based, best practice to increase student achievement for all students which is comprised of a high population of ELL students (97%.)

Category: English/Language Arts

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Short, D., Fidelman, C., Louguit, M.(2012). Developing Academic Language in English Language Learners Through Sheltered Instruction.

Short, D., Echevarria, J., & Richards-Tutor, C. (2011). Research on academic literacy development in sheltered instruction classrooms.

Tier: Tier 1

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.  Schools: All Schools	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$284500	Title I Part A, Title III	District coordinator for student learning, instructional coaches, and schools leaders are responsible for analyzing data.
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Activity - ESL curriculum for ESL elective classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The middle school and high school will implement an ESL curriculum to support the ESL elective classes.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Academic Support Program, Curriculum Development, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	Title III	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.

Activity - Monitor the Implementation of SIOP components	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Using the SIOP walkthrough tools, the district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program	Tier 1	Implement	08/16/2017	06/22/2018	\$30000	Title III	The district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
<b>Activity - ESL Progress Monitoring Tool</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>
The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$15000	Title III	The district administrative team is responsible for implementing this activity.
<b>Activity - SIOP Professional Development</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>

## District Improvement Plan

Cesar Chavez Academy

Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$32200	Title II Part A, Title I Part A	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
<b>Activity - Implementation of the SIOP model</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>
Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	Title I Part A	School leadership, instructional leadership team, instructional staff, support staff
<b>Activity - Software &amp; Applications Targeting Reading Needs of ELL Students</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>
Beginning stages of training staff on basic knowledge and use of online technology.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$13500	Title III, Section 31a	Instructional Coach, General Staff, and Paraprofessionals
<b>Activity - ELL Paraprofessional Classroom Push-In and Pull-Out</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>

## District Improvement Plan

Cesar Chavez Academy

Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$165000	Title III, Title I Part A	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.
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### Measurable Objective 3:

85% of Students with Disabilities students will demonstrate a proficiency of 80% or higher in English Language Arts by 06/30/2024 as measured by the student's M-step (or equivalent state assessment), MME, SAT, and NWEA scores.

### Strategy 1:

Clear Learning Objectives - Setting clear learning objectives for all students, including special education students.

Category: English/Language Arts

Research Cited: Marzano's high yield strategies

Tier: Tier 3

Activity - Collaboration Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Lesson plans will be completed in collaboration between general education and special education teachers. The general education teacher prepares the first draft of the lesson plan. The special education and general education teachers then meet to discuss the plan. The special education teacher then creates a separate lesson plan, which mirrors the general education plan but modifies it based on the needs of the special education students in the class. Planning time will be built into the schedule to allow for this collaboration time.  Schools: All Schools	Teacher Collaboration	Tier 3	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	General education teachers, special education teachers

## Goal 2: All students in the Cesar Chavez District will become proficient in mathematics.

### Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency of 80% or higher in Mathematics by 06/30/2024 as measured by as measured by the student's M-Step (or equivalent state assessment), MME, SAT, and NWEA scores.

## District Improvement Plan

Cesar Chavez Academy

### Strategy 1:

Alignment of curriculum, instruction, and assessment - The Quality School Improvement Plan (QSIP) has been revised to convey the intent of the leadership and guides the development, scope, alignment and evaluation of the written curriculum in all content areas. It also ensures quality control of the designed and delivered curriculum. The district will continue to implement the QSIP which will assist in aligning the curriculum to the common core state standards, structure the pacing guides and analyze the district assessment data. It also ensures quality control of the designed and delivered curriculum in conjunction with Saginaw Valley State University.

Category: Mathematics

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 1

Activity - Curriculum Alignment to CCSS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).</p> <p>Schools: All Schools</p>	Curriculum Development, Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$3000	Title I Schoolwide	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).

## District Improvement Plan

Cesar Chavez Academy

Activity - Data Analysis of Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district administrative team will review data from the progress monitoring tools: Study Island, NWEA, Fast math, and the SAT test and district formative and summative assessments. District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.</p> <p>Schools: All Schools</p>	Curriculum Development, Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$120000	Title I Part A	The districts administrative team(school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for monitoring student performance data.

Activity - Curriculum Alignment Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example- MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$44750	Title II Part A	The districts administrative team(school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for facilitating professional development workshop.

Activity - Professional Development/Implementation of the Integrated Math strategy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>All secondary math teachers will be provided with ongoing professional development to incorporate the integrated math approach aligned to the CCSS (Common Core State Standards).</p> <p>Schools: Cesar Chavez High School</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	Title II Part A	The High School's administrative team (school leader, instructional coach, ELL coach, district curriculum director and RVP) are responsible for facilitating professional development workshop.
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Activity - Effective and Ongoing Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>FocalPointK12, or a program similar, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.</p> <p>The instructional leadership team and teachers will collaborate to monitor assessment results to identify areas of deficit. Collaborative planning with the instructional leadership team and all instructional staff and support staff will base decision making off of data analysis of assessment results. Naiku, or a similar program, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including Common Core State Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for all students in all tier levels.</p> <p>Schools: All Schools</p>	Technology, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$75000	Title I Part A	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Activity - Instructional Learning Cycles	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will engage in Instructional learning cycles as part of professional learning and to engage in analyzing data to drive instruction and incorporating best practices. An ILC coach will support with facilitating and data analysis.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Elementary East</p>	Academic Support Program, Curriculum Development, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	Section 31a, Section 31a	Math coach, instructional coach, teachers, support staff and school leader

### Strategy 2:

DI (Differentiated Instruction) - District staff will implement DI (Differentiated Instruction) to close the student achievement gaps and increase student achievement.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Kitchen, R. S. D., Julie; Celedon-Pattichis, Sylvia; Brinkerhoff, Jonathan. (2007). Mathematics education at highly effective schools that serve the poor: Strategies for change.

Slavin, R., Lake, C., & Groff, C. (2009). Effective programs in middle and high school mathematics: A best-evidence synthesis.

Tomlinson, C. A. (2000). The Differentiated Classroom: Responding to the Needs of all Learners.

Tier: Tier 1

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>District coordinator for student learning, instructional coaches and schools leaders will analyze data monthly to determine the effectiveness of the strategy. The district will purchase a license for a data warehouse in order to monitor and track student performance.</p> <p>Schools: All Schools</p>	Evaluation	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for analyzing data.
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Activity - Monitor Strategy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) will monitor the implementation of this strategy on a daily basis. The district will purchase a common tool to gather data. Teachers will provide students with differentiated instruction within all Math classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use small groups and/or one-to-one individualized instruction.</p> <p>Schools: All Schools</p>	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	Title III	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning, and RVP) are responsible for monitoring the strategy.

Activity - Professional Development on DI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, formative assessment).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$6000	Title I Part A, Title II Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP)and teachers are responsible for monitoring and implementing this strategy.
Schools: All Schools								

Activity - Purchase resources to support DI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided with materials and supplies to support the best practices identified to increase student achievement. For example, visual aides graphic organizers, grade leveled books, math and science manipulatives (e.g. legos and writing journals), and progress monitoring applications (e.g. Moby Math) that support the best practices and enhance instruction.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$14000	Title I Part A	The school leaders and instructional coaches are responsible for purchasing additional materials.
Schools: All Schools								

Activity - Increase student participation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will regularly use written response boards or student response devices (clickers) to increase the participation of each student in lessons, and to help teachers gauge student understanding and lesson effectiveness. Teachers will also use pairing of students to allow students to feel more comfortable sharing in pairs with peers.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	All teachers
Schools: Cesar Chavez Academy Intermediate								

## District Improvement Plan

Cesar Chavez Academy

Activity - Use of Multiple Resources to Increase DI and Mastery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers at all grade levels will provide students with manipulatives such as unifix cubes, counters, and tangrams to use in order to learn math concepts and to master skills. Teaching and support staff will take advantage of manipulatives to provide hands-on learning opportunities to promote student understanding and success. After data analysis and feedback from parents, students and staff, multi-leveled resources will be purchased, monitored and evaluated to elevate scores in all content areas.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	Title I Schoolwide, General Fund	School leader, instructional coach, instructional staff

Activity - Math Centers and Hands on Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will engage in learning activities that address their areas of weaknesses with manipulatives, technology, games, peer tutoring, etc.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	Section 31a	School leader, instructional coach, instructional staff

### Strategy 3:

Extended Learning - Cesar Chavez District will host a number of programs and extend learning opportunities that will meet the needs of all students. Programs include Credit recover, Summer Learning Academy, ELL summer school, After school tutoring, Saturday school, Spring Break Academic Math Camp.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 2

Activity - Credit Recovery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Students will receive additional support and opportunities to make up credit for classes required for graduation through an online credit recovery program.  Schools: Cesar Chavez High School	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$20000	Title I Part A	Title I staff General education staff Instructional coach
<b>Activity - Hire or retain additional support staff</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>
The district will hire or retain additional staff (Title I teachers, Math specialists, and reading specialists) to increase student achievement among the cadre of students placed in tiers II and III and during extended learning opportunities. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students progress will be monitored in the Rtl process.  Schools: All Schools	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$730824	Title I Part A, Section 31a	School leaders are responsible for hiring staff.
<b>Activity - Planning Meeting</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>
District leadership staff and representatives from building-level School Improvement Teams will attend a Summer Learning / Extended Day planning meeting to review student rosters, student achievement data, curriculum and resources.  Schools: All Schools	Teacher Collaboration	Tier 2	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	District coordinator for student learning and instructional coaches
<b>Activity - After-school tutoring</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>
The school will offer a free, after-school tutoring program three days per week, focusing on improving math skills (for students who are below grade level in math). At the Lower Elementary, students will attend after school tutoring at least twice a week to work in small groups on skills and standards that is a result of analysis of data.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$28310	Title I Part A, Title I Part A	School leader, Instructional Coach, Tutors
<b>Activity - Summer School</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>

## District Improvement Plan

Cesar Chavez Academy

Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions in mathematics. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School	Academic Support Program	Tier 1	Monitor	06/25/2018	08/17/2018	\$164000	Section 31a, Section 31a	All teachers; instructional support staff; instructional coach; school leader
Activity - Kinder Summer Institute	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students exiting preschool and commencing to Kindergarten will engage in daily activities to strengthen their math and reading skills to prepare them for a successful kindergarten year.  Schools: Cesar Chavez Academy Elementary	Academic Support Program	Tier 1	Monitor	06/25/2018	08/10/2018	\$23000	Title I Part A	School leader, instructional coach, instructional staff

### Strategy 4:

Instructional Staff Coaching - District staff will maintain an Instructional Coach in each building , District ELL Coach and District Coordinator for Student Learning to assists teachers to implement instructional strategies that will help students use and continue to build their literacy skills through each content area, assisting in the development of maps and pacing guides, planning professional development that meet the individual needs of staff, modeling of lessons, planning and debriefing instruction, co-teaching and data analysis through coaching relationships.

Category: Mathematics

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Knight, J. (2005). A primer on instructional coaching. Principal Leadership, 5(8) 17-20.

Neufeld, B., & Roper, D. (2003). Coaching: A Strategy for Developing Instructional Capacity, Promises, and Practicalities.

Poglinco, S., Bach, A., Hovde, K., Rosenblum, S., Saunders, M., and Supovitz, J. (2003). The Heart of the Matter: The Coaching Model in America's Choice Schools.

Lyons, C., and Pinnell, G. (2001). Systems for Change in Literacy Education: A Guide to Professional Development.

Coggins, C., Stoddard, P., and Cutler, E. (2003). "Improving Instructional Capacity through Field-Based Reform Coaches."

Barr, K., Simmons, B., and Zarrow, J. (2003). "School Coaching in Context: A Case Study in Capacity Building."

## District Improvement Plan

Cesar Chavez Academy

Tier: Tier 1

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coaches and District Coordinator for Student Learning will analyze building level data by grade and content to assist in planning instruction	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	Title I Part A	The district administrative team
Schools: All Schools								

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	Title II Part A	The district administrative team
Schools: All Schools								

Activity - Instructional Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The academy will provide an instructional coach to work with teachers on improving classroom instruction, data analysis, and progress monitoring. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$132463	Title I Part A, Title I Part A	Instructional Coach, School Leader, District Coordinator for Student Learning
Schools: Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East								

## District Improvement Plan

Cesar Chavez Academy

Activity - School Leadership Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.  Schools: All Schools	Professional Learning	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$5000	Title II Part A	District Administrative Team

### Strategy 5:

Rtl (Response to Intervention) - The district will implement the Response to Intervention (Rtl) model to monitor student progress and identify areas of academic deficiency.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction. Interventionists / Title I teachers will be provided with ongoing training in using the progress monitoring tools and intervention strategies in reading and math. Additional staff (Title I teachers, Math and Reading specialist) will be hired in each building to support the Rtl process.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	Title II Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator and RVP) are responsible for facilitating professional development workshop.
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Activity - Progress Monitoring Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district administrative team will purchase progress monitoring tools such as Read 180, DIBELS, Study Island, Scantron , Fast math, AIMS web, Read naturally and Phonics First.  Schools: All Schools	Academic Support Program, Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing progress monitoring tools.



## District Improvement Plan

Cesar Chavez Academy

Activity - Math Interventionist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hire an additional math interventionist for the priority school using district and building set-aside  Schools: Cesar Chavez Academy Elementary	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$60000	Title I Part A	School Leader

### Strategy 6:

Safe and Secure Environment - Cesar Chavez Academy Staff will support the district's mission to provide high-quality educational opportunities in a safe and secure environment.

Category:

Research Cited: School Policies and Legal Issues Supporting a Safe School Bailey, Kirk A.

2002

Northwest Regional Educational Laboratories (NREL)

<https://www.ncjrs.gov/pdffiles1/ojdp/book2.pdf>

Tier:

Activity - Hire Staff to Support Secure Campus Environment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All Schools will utilize 31A funding to promote a safe and secure environment.  Schools: All Schools	Policy and Process	Tier 1		08/15/2018	06/21/2019	\$21500	Section 31a	School leader

### Strategy 7:

Technology Resources - District staff and students will have access to an array of technology resources that will be used to support the curriculum and enhance instructional strategies throughout the district. Resources include Promethean interactive whiteboards, laptops, iPads, graphing calculators, LCD projectors, Neo and Alpha smarts.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

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SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Swan, K., Schenker, J., & Kratcoski, A. (2008). The effects of the use of interactive whiteboards on student achievement.

Wood, R. & Ashfield, J. (2008). The use of the interactive whiteboard for creative teaching and learning in literacy and mathematics.

**District Improvement Plan**

Cesar Chavez Academy

Haystead, M. & Marzano, R. (2009). Evaluation study of the effects of Promethean ActivClassroom on student achievement.

Tier: Tier 1

Activity - Increase Bandwidth	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Increase bandwidth in every building to increase wireless capacity.  Schools: All Schools	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	General Fund	The school leaders are responsible for working with the tech team to increase the bandwidth.

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided with ongoing professional development on the technology resources purchased in the district.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	Title II Part A, Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum and RVP) are responsible for facilitating professional development workshops

Activity - Purchase additional resources to support RtI / DI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

The district will purchase computer software to support technology resources. For example, curriculum crafter to support DI, Solo 6 and Study Island to support low level readers and Fast Math to support basic skills needed in math.  Schools: All Schools	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$87500	Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for researching, recommending and the purchase of additional resource materials.
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### Strategy 8:

Teaching the Common Core State Standards - In order to create accountability for students, teachers, administrators and the school, all staff will assist in the development of curriculum, cross-curricular units, lessons and activities that are aligned to the Common Core State Standards (CCSS), This will be accomplished by using a rigorous lesson planning model. This model will be used to translate the standards into learning. By focusing on continuous improvement, the staff will employ exemplary practices that will increase learning and achievement. Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills. The staff will:

- Clarify/Interpret the expectations of the CCSS in terms of knowledge, understanding, and skills.
- Develop common assessments that will provide evidence of student learning.
- Develop student learning maps that provide a focus for teacher planning and clearly communicate the expected learning to students.
- Develop lessons and units that incorporate research-based and exemplary practices to ensure that students learn what is expected.

In order for the staff to ensure that classroom lessons, assessments, and instruction are driven by the common core state standards, the staff will create student learning maps. These maps will be derived from the academy's standards driven curriculum. This process will clarify the standards into terms of what students need to know and be able to do in order to be successful at their grade level. The development of the student learning maps will provide a consistent access to the standards and the curriculum throughout the school. This activity will be monitored by the instructional coach, district coordinator of student learning, and the school leader and will be evidenced by the submission of student learning maps, along with lesson plans that follow them. This will require an online observation tool/app to record observations, transmit feedback, and generate data.

Category: Mathematics

SY 2017-2018

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## District Improvement Plan

Cesar Chavez Academy

Research Cited: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D.

Hill et. al

Tier:

Activity - Professional Development on High Yield Tier I Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The staff will receive training on how to implementation of the common core state standards and on how vertically align the curriculum. Frequent observations will take place by the instructional coach, the school leader, and the district coordinator of student learning to ensure that best practices are being used to teach the common core state standards. Summative assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the program.  Schools: All Schools	Implementation, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$6000	Title II Part A	Instructional staff, instructional coaches, school leaders, and the district coordinator of student learning
Activity - Basic Math Skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will provide instruction that focuses on basic math skills, vocabulary, computational fluency, problem solving, and math process strategies. A 45 minute period will be placed into a math block of 90 minutes to reinforce basic skills. Teachers will provide opportunities for students to take part in daily interactive practice of basic math skills appropriate for each grade level using My Math, and Engage NY. Students will develop and/or enhance computational skills, solve real world computation problems, and apply a variety of estimation strategies when given problems.  Schools: Cesar Chavez Academy Intermediate	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	All teachers
Activity - Computer Applications	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Students will use computer software programs (IXL, Study Island, My Math online) to practice computational skills (including programs for EL students) on a weekly basis.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$7400	Title I Part A	Classroom teachers, instructional support staff, instructional coach
<b>Activity - Academic Vocabulary</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>
Teachers will increase the use and emphasis of math vocabulary (Engage NY and MyMath) during instruction time and students will complete vocabulary activities on a weekly basis. Vocabulary will highlight prerequisite and new vocabulary from curriculum standards, as well as assessment vocabulary from M-Step and NWEA. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.  Schools: Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East, Cesar Chavez High School	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	General Fund	All teachers, instructional support staff
<b>Activity - Best practices for teaching math aligned to Common Core</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>
All teachers and instructional staff will demonstrate an understanding of and will utilize the most effective research based best practices for teaching math and increasing student achievement.  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	All teachers; instructional coach; school leader
<b>Activity - Professional Development- Best Practices</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>
Teachers will participate in professional development to continue enhancing their craft. Professional development will target best practices in math- such as math talk, Marzano, Guided Math  Schools: Cesar Chavez Academy Elementary	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title I Part A	administrative team, instructional coach
<b>Activity - Grade level meetings</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>

## District Improvement Plan

Cesar Chavez Academy

Grade level teachers will meet on a regular basis to focus on and collaborate about instructional best practices.  Schools: All Schools	Communication	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	All teachers; instructional support staff; instructional coach; school leader
<b>Activity - Effective Lesson Planning</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>
Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills. Teachers will make the objective of each lesson known to students at the start of instruction so that students know what they are learning and why.  Schools: Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	All teachers; instructional support staff; instructional coach; school leader
<b>Activity - Math coach</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>
A Math coach will be contracted to provide job-embedded professional development to teachers in best practices for mathematics instruction. This will be done through the use of instructional learning cycles. The Math coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies.  Schools: All Schools	Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title I Part A	All teachers; instructional support staff; instructional coach; school leader
<b>Activity - Professional Development on High Yield Tier I Instruction</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>

## District Improvement Plan

Cesar Chavez Academy

Teachers will receive various professional learning opportunities in Math.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/16/2017	06/22/2018	\$20000	Title II Part A	General Education Staff, Support Staff, Title and 31 staff, School Leader, Instructional Coach
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Activity - Increase Levels of Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students mastery levels with increase with the intentional planning of engagement strategies taught through PLCs and professional developments. Students and teachers will use graphic organizers when modeling and displaying mastery. Students will utilizing problem solving skills across all subjects including reading, writing, science, social studies, math and health as well. Students will use student friendly rubrics for self reflection and monitoring of understanding of the expectations.  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/16/2017	06/22/2018	\$1000	General Fund	School leader, instructional coach, instructional staff

Activity - Professional Development- Rigor and Cognitive Demand	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will participate in professional development to support rigor and cognitive demand  Schools: All Schools	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title I Part A	administrative team

### Strategy 9:

Close and Critical Reading - Reading critically is the act of making meaning with and through a text. Students benefit from explicit instruction of Close and Critical Reading as teachers guide them toward comprehension and interpretation.

Category: Mathematics

Research Cited: Marzano

Tier: Tier 1

## District Improvement Plan

Cesar Chavez Academy

Activity - Lesson Modification	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez High School	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	Title I School Improvement (ISI)	All Math Instructors
Activity - Professional Development on Close & Critical Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the mathematics classroom.  Schools: Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$3000	Title I School Improvement (ISI)	All Math Instructors and Support Staff
Activity - Usage Mastery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be responsible for drafting a math proficiency assessment and administer it four times a year to gauge student understanding and mastery of math comprehension skills taught through Close and Critical Reading learning strategies.  Schools: Cesar Chavez High School	Evaluation, Curriculum Development, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Title I School Improvement (ISI)	All Math Instructors

### Strategy 10:

Data-Driven Decision Making - In order to facilitate the achievement of all students, Cesar Chavez is committed to data driven instruction. The staff will implement a systematic ongoing process of continuous improvement by interpreting data, identifying the causality of learning difficulties, and determining how to best use the data to identify the instructional strategies to obtain the goal of 80% proficiency. The data sources utilized will include: formative and summative assessments, perception data, and standardized tests. This information will allow the making of informed decisions concerning both advanced students and students who need remediation. Teachers will progress monitor students using pre- and post-tests, and a student achievement data tracker to progress monitor student performance. The data team leader will help to facilitate and monitor the progress of student performance. The data team will do the following: - Make data discussion a function of the cooperative learning teams (CLT) to analyze data in departments, content-area, and school-wide - Design Data Walls - Communicate Standardized Testing results to staff in a timely manner to drive instruction and students & parents to inform families of individual growth.

- Consistent use of formative and summative assessments

Category: Mathematics

Research Cited: Driven By Data: A Practical Guide to Improve Instruction. San Francisco, CA: John Wiley & Sons Inc.

The Learning and Learning Center. (2010). Data Teams Training Manual, 3rd Edition, Englewood, CO. Lead + Learn Press.



**District Improvement Plan**

Cesar Chavez Academy

Tier: Tier 1

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The analysis of data through the instructional learning cycles will become a function of the department teams and will assist Cesar Chavez to have a more systematic approach to data driven decisions. This will be an ongoing process of continuous improvement; interpreting the data, identifying root causes and determining how to use the data to identify broad strategies and specific activities to foster our goal of 80% proficiency. These data analysis discussions are also the mode for analyzing data from strategy and activity implementation, as well as formative student achievement data to evaluate success and make adjustments if needed. The data discussion will use a variety of sources such as: classroom data, formative assessments, perception data, and benchmark tests. These will be used to make informed decisions concerning both advanced students and students who need remediation. Teachers will give a pre and post-test and use a student achievement data tracker to progress monitor student performance. The data discussion will help to facilitate and monitor the progress of student performance. Teachers will administer formative and summative assessments, which will allow the staff to make data-driven decisions regarding the learning needs of their students. This will be accomplished through collaboratively generated assessments both formative and summative. The formative assessments will provide teachers with immediate feedback on overall student understanding. The staff will receive training on the development of summative assessments, focusing on aligning the assessments with the curriculum and common core state standards. After this training, the staff will develop summative assessments in each subject area. The assessments will then be reviewed by the instructional coach. As we improve our systematic approach to data driven instruction, we will implement data walls to celebrate student success. The goal of the data wall is to build shared ownership, accountability, and awareness of progress toward school-wide goals and to reinforce positive messaging to school community for overall increased student achievement. Planned meetings to discuss data with general ed, special ed, paraprofessionals and support staff exists in many forms such as RTI, SIP, Grade level and Staff meetings. Teachers and support staff will analyze results for formative and summative assessments to plan and revise lesson delivery and strategies to determine what other materials or review is needed for the students' comprehension of material.</p> <p>Schools: All Schools</p>	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	School leader, instructional staff, instructional coach and district coordinator for student learning

## District Improvement Plan

Cesar Chavez Academy

Activity - Formative Assessment and Data Analysis Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Instructional staff and coaches will receive professional development on developing formative assessments, and on analyzing and effectively using the formative assessment data. Instructional staff will be presented with a variety of strategies on how to implement and utilize the data gathered from formative assessments</p> <p>Schools: All Schools</p>	Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title II Part A	School leader, instructional staff, instructional coach and district coordinator for student learning
Activity - Focal PointK12	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.</p> <p>Schools: All Schools</p>	Implementation, Academic Support Program, Curriculum Development, Technology, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10800	Title I Schoolwide	School leader, instructional staff, instructional coach and district coordinator for student learning
Activity - Data Analysis of Benchmark and Local Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.</p> <p>Schools: Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$5300	Title I Schoolwide	Instructional coach, school leader, and the district coordinator of student learning
Activity - Professional Development on WIDA	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Cesar Chavez Academy

Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.  Schools: All Schools	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Title III	Instructional coach, school leader, and the district coordinator of student learning
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Activity - Benchmark Data Analysis Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development will be provided that will give the instructional staff the skills needed to analyze benchmark data and how to use that data to further student achievement.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	Title II Part A	School leaders, instructional coaches, instructional staff

**Measurable Objective 2:**

85% of English Learners students will demonstrate a proficiency 80% or higher in Mathematics by 06/30/2024 as measured by the student's M-step (or equivalent state assessment), MME, SAT, and NWEA scores.

**Strategy 1:**

Extending Learning Time and Academic support - Additional time will be allotted to ensure targeted instruction is given and mastery is made with remediation and academic support.

Category: Mathematics

Research Cited: Reading, Writing and Learning in ESL: A Resource Book by S. Perejoy, O. Boyler and Allyn and Bacon.

Lazarin, Melissa. (2008). A Race Against the Clock: The Value of Expanded Learning Time for English Language Learners.

Lavy, V. (2010). Do Differences in School's Instruction Time Explain International Achievement Gaps in Math, Science, and Reading?

Tier: Tier 1

Activity - After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$98000	Title I Part A	School leader, instructional coach, instructional staff
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Activity - Summer School Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in mathematics. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program	Tier 2	Implement	06/25/2018	08/17/2018	\$47700	Title I Part A	School leader, instructional coach, instructional staff

### Strategy 2:

Professional Development to support ELL (English Language Learners) - A professional development PD will be implemented to inform all stakeholders of effective strategies to engage, prepare and assess the ELL students.

Category: Mathematics

Research Cited: Teaching ELL: The How to Handbook by Teresa Walter.

McLaughlin, B. (1992). Myths and misconceptions about second language learning.

Bailey, A. (2010). Implications for assessment and instruction. In M. Schatz & L. C. Wilkinson (Eds.), The education of English language learners: Research to practice.

Tier: Tier 1

Activity - Consultant to present ELL strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	Title III	School leader, instructional coach, instructional staff
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Activity - Parental Involvement Activities and Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Parent Involvement, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$36940	Title III	School leader, instructional coach, instructional staff

Activity - MABE Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference  Schools: Cesar Chavez Academy Elementary, Cesar Chavez High School	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5300	Title III	School leader, instructional coach, instructional staff

### Strategy 3:

Recruit and Maintain Bilingual / ESL Certified staff - The district will make a good faith effort to recruit and retain bilingual certified staff by offering tuition reimbursement to current employees who are in the process of getting an ESL endorsement.

Category: Mathematics

Research Cited: Goldhaber D. D. and Anthony, E.(2004). Can teacher quality effectively be assessed? The Urban Institute.

National Clearinghouse for English Language Acquisition. "The Growing Numbers of Limited English Proficient Students."

Tier: Tier 1

Activity - Recruit and Retain Bilingual / ESL Certified staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	Title III	District administrative team
<b>Activity - Tuition Reimbursement for ELL Endorsement</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>
Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez High School	Professional Learning	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$9000	Title III	School Leaders
<b>Activity - SVSU ESL Endorsement Program</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>
Certified teachers will be able to enroll in an ESL Endorsement Program from Saginaw Valley State University. The program will be onsite and include a tuition discount.  Schools: All Schools	Professional Learning	Tier 2	Getting Ready	08/15/2018	06/21/2019	\$35000	Title II Part A	School leaders, district coordinator for student learning, RVP, instruction coaches
<b>Activity - ELL Coach</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>
Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Walkthrough, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$120000	Title I Part A	School leaders, district coordinator for student learning, RVP, instruction coaches, ELL coaches

### Strategy 4:

Multi-Tiered Systems of Support (ELL) - A Multi-Tiered System of Support will be utilized in order to gauge ELL students growth and provide purposeful and targeted instruction to meet their needs. Teachers and support staff will analyze data to highlight the areas of concerns and utilize resources that will promote academic

## District Improvement Plan

Cesar Chavez Academy

excellence.

Category: Mathematics

Research Cited: Instructional Assessment of ELL in the k-8 Classroom by Diane Brantley and the Rtl network resources

Tier: Tier 1

Activity - Utilize ESL Teachers / Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$70000	Title III	School leader, instructional coach, teachers
Activity - ESL Resource Materials for supporting students in small group instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Materials to support vocabulary, comprehension, and listening skills including Expanding Expression tool kits for developing expressive language for students scoring basic, low and high intermediate on WIDA such as audio books and audio players, tag readers, MP3 players, Leapfrog instructional videos, instructional games that support language development  Schools: Cesar Chavez Academy Elementary	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$3600	Title III	Administration, instructional coach, ELL teacher, support staff
Activity - ELL Materials for supporting Tier I Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL iPad applications to reinforce language skills in mathematics. Audio and bilingual picture books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction. Students at risk in language development, vocabulary, comprehension, and word recognition will receive a student work bag that will be signed out weekly by parents. Take home bags will include activities that will support the aforementioned skills.  Schools: Cesar Chavez Academy Elementary	Technology, Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$5500	Title III	Administration, instructional coach, ELL teacher, support staff

### Strategy 5:

Sheltered Instruction Observation Protocol - All staff will implement SIOP (Sheltered Instruction Observation Protocol) a research-based, best practice to increase student achievement for all students which is comprised of a high population of ELL students (97%.)

## District Improvement Plan

Cesar Chavez Academy

Category: Mathematics

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve

Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Short, D., Fidelman, C., Louguit, M.(2012). Developing Academic Language in English Language Learners Through Sheltered Instruction.

Short, D., Echevarria, J., & Richards-Tutor, C. (2011). Research on academic literacy development in sheltered instruction classrooms.

Tier: Tier 1

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$275000	Title III	District coordinator for student learning, instructional coaches. and schools leaders are responsible for analyzing data.
Activity - ESL curriculum for ESL elective classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



**District Improvement Plan**

Cesar Chavez Academy

<p>The middle school and high school will implement an ESL curriculum to support the ESL elective classes.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez High School</p>	<p>Academic Support Program</p>	<p>Tier 2</p>		<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5000</p>	<p>Title III</p>	<p>The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.</p>
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Activity - Monitor the Implementation of SIOP components	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Using the SIOP walkthrough tools, the district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	<p>Academic Support Program</p>	<p>Tier 1</p>		<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$30000</p>	<p>Title III</p>	<p>The district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.</p>

Activity - ESL Progress Monitoring Tool	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Technology	Tier 2		08/15/2018	06/21/2019	\$15000	Title III	The district administrative team is responsible for implementing this activity
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Activity - SIOP Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Monitor	08/16/2017	06/22/2018	\$18200	Title II Part A	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.

Activity - Implementation of the SIOP model	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Title I School Improvement (ISI)	School leader, instructional coach, instructional staff, support staff

## District Improvement Plan

Cesar Chavez Academy

Activity - Software & Applications Targeting Math Needs of ELL Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Beginning stages of training staff on basic knowledge and use of online technology.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Technology	Tier 2	Monitor	08/15/2018	06/21/2019	\$8000	Section 31a	Instructional Coach, General Staff, and Paraprofessionals
Activity - ELL Paraprofessional Classroom Push-In and Pull-Out	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Paraprofessionals provide language interventions within the general education classroom as well as in small group setting and/or one-to-one.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	Title I Part A	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers

### Measurable Objective 3:

85% of Students with Disabilities students will demonstrate a proficiency of 80% or higher in Mathematics by 06/30/2024 as measured by the student's Mstep (or equivalent state assessment), MME, SAT, and NWEA scores.

### Strategy 1:

Clear Learning Objectives - Setting clear learning objectives for all students, including special education students.

Category: Mathematics

Research Cited: Marzano's high yield strategies

Tier: Tier 3

Activity - Collaboration Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>Lesson plans will be completed in collaboration between general education and special education teachers. The general education teacher prepares the first draft of the lesson plan. The special education and general education teachers then meet to discuss the plan. The special education teacher then creates a separate lesson plan, which mirrors the general education plan but modifies it based on the needs of the special education students in the class. Planning time will be built into the schedule to allow for this collaboration time.</p> <p>Schools: All Schools</p>	<p>Teacher Collaboration</p>	<p>Tier 3</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>General education teachers, special education teachers</p>
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**Goal 3: All students in the Cesar Chavez District will become proficient in science.**

**Measurable Objective 1:**

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency 80% or higher in Science by 06/30/2024 as measured by the student's M-step (or equivalent state assessment), MME, SAT, and NWEA scores.

**Strategy 1:**

Build partnerships - The district will build partnerships with outside entities such as AWIM, DAPCEP, MSU STEM program, WSU Strings project, Living Arts, etc. to expand educational opportunities for under-represented students.

Category: School Culture

Research Cited: What Works in Schools: Translating Research Into Action by Robert J. Marzano.

Christenson, S.L and Sheridan, S.M (2001). School and Families: Creating Essential Connections for Learning.

Henderson, Anne T. and K.L. Mapp. 2002. A New Wave of Evidence: The Impact of School, Family, and Community Connections on Student Achievement.

Jeynes, W.H. 2003. A meta-analysis: The effects of parental involvement on minority children's academic achievement. Education & Urban Society 35(2): 202-218.

Tier: Tier 1

Activity - Develop a strategic plan	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The district will develop a strategic plan to work with outside agencies that have developed programs to enhance students knowledge of science. For example, AWIM, STEM and MSU gaming program. The district will also utilize programs offered by Saginaw Valley State University.</p> <p>Schools: All Schools</p>	Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$8000	Section 31a	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these programs.
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### Strategy 2:

Alignment of curriculum, instruction, and assessment - The Educational Management Plan (EMP) has been revised to convey the intent of the leadership and guides the development, scope, alignment and evaluation of the written curriculum in all subject area. It also ensures quality control of the designed and delivered curriculum. The district will continue to implement the EMP, which assists in aligning the curriculum, structure the pacing guides and monitor the district assessment timeline. It also ensures quality control of the designed and delivered curriculum in conjunction with Saginaw Valley State University.

Category: Science

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 1

Activity - Curriculum Alignment to NGSS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Staff will tightly align the curriculum to the Science standards that are recommended by Saginaw Valley State University (either science GLCEs or Next Generation Science Standards). Utilization of Naiku, or a program similar, that will be used to monitor and track the progress of students' understanding of grade level content (including state and NGSS standards). This will drive instruction by providing a link between content standards, direct instruction, student progress, and assessments allowing for targeted interventions and support for all students in all tiers. Greater monitoring of standards based instruction.  Schools: All Schools	Curriculum Development	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	Title I Schoolwide	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for the monitoring the alignment.
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Activity - Professional development / PLC	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district administrative team will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- Hands on Math and Science and Inquiry based science. CCA uses Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Teachers will attend professional development that educates them on the new standards (NGSS) and the strategies needed to implement the Michigan Science Curriculum successfully. We need professional development on implementing the updated FOSS kits in order to help teachers use the kits in the classroom.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$7934	Title II Part A, General Fund, Title II Part A, Title II Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring the implementation of the EMP.

Activity - Informational text/ literature aligned to support science	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Informational Text/literature that supports the integration of literacy across content areas  Schools: Cesar Chavez Academy Elementary	Academic Support Program, Curriculum Development, Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Section 31a	School leader, instructional coach, support staff and instructional staff
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Activity - Science A-Z	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science A-Z web-based program to support with informational text and inquiry based science experiments.  Schools: Cesar Chavez Academy Elementary	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	Title I Part A	School leader, instructional coach, support staff and instructional staff

Activity - Academic Vocabulary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate academic vocabulary into daily lessons  Schools: Cesar Chavez High School	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	General Fund	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education

Activity - Instructional Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Instructional Coach provides ongoing job embedded professional learning through observation of lessons, lesson plan feedback, and promoting teacher collaboration and dialogue pertaining to instruction.  Schools: Cesar Chavez High School	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$40000	Title I Part A	School Leader, instructional coach

Activity - Professional Development on Implementation of state and NGSS standards	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Professional development participation to ensure understanding of NGSS standards and the transition between state and NGSS standards as well as instructional best practices.  Schools: Cesar Chavez Middle School	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	Other	School leader, instructional coach, instructional staff, support staff
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Activity - Acquiring Aligned Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Materials will be purchased in order to ensure effective instruction of Next Generation Science Standards and state standards including curriculum resources, hands-on manipulatives, and experiment materials.  Schools: Cesar Chavez Middle School	Materials	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$100000	Title I Schoolwide	School leader, instructional coach, instructional staff, support staff

Activity - Align Maps, Pacing Guides and Lesson Plans	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will unpack the Science Michigan Curriculum Framework to write a pacing guide and lessons. They will also begin examining the New Michigan Science Standards for comparison.  Schools: Cesar Chavez Academy Intermediate	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	School Leader, instructional coach, instructional staff

Activity - Professional Development on Mapping and Pacing Guides	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
As a result of sustainable professional development, teachers will align the curriculum with maps and pacing guides to monitor the mastery and delivery of all lessons needed to be taught throughout the school year. Students be taught all skills needed to progress to the next grade level while using various resources to do so.  Schools: Cesar Chavez Academy Intermediate	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3624	Title II Part A	School leader and coach

### Strategy 3:

DI (Differentiated Instruction) - District staff will provide students with explicit science instruction utilizing differentiated instruction strategies to align to the GLCE. Such strategies include learning stations, inquiry science and project based learning.

Category:



## District Improvement Plan

Cesar Chavez Academy

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 1

Activity - Monitor Strategy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies using common walk through tools.</p> <p>Schools: All Schools</p>	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$240000	Title I Part A	The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies on a daily basis.
Activity - Off campus learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Administration and teachers will plan off campus learning activities for students aimed at deepening scientific understanding and developing inquiry skills.</p> <p>Schools: All Schools</p>	Field Trip, Extra Curricular	Tier 1	Implement	08/15/2018	06/21/2019	\$5755	Title I Part A, Title I Part A	The school leaders and instructional coaches are responsible for this activity.

## District Improvement Plan

Cesar Chavez Academy

Activity - Professional development / PLC	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will be provided with ongoing professional development on strategies for implementing DI hands on activities for Science. Staff will benefit from participation in a professional learning community that coordinates practice of differentiated instruction and formative assessments. Staff will also create common science assessments. Cross Curricular Planning Professional Development and planning time to implement Incorporating Flipped Classroom. Professional Development opportunities to support NGSS curriculum shift and NGSS best practices through improved interventions. Includes: cross curricular reading and writing, cross curricular scientific exploration, Science, Technology, Engineering, Arts, and Math (STEAM) focused activities to offer remediation and enrichment.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$22000	Title I Part A, Title II Part A, Title II Part A, Other	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Activity - Purchase additional resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will be provided with materials and supplies to support the best practices. For example, visual aides graphic organizers, grade leveled books, math and science manipulative (For example: Science kits, science software programs and graphing calculators) that support the best practices and enhance instruction.</p> <p>Schools: All Schools</p>	Implementation, Materials, Other	Tier 1	Implement	08/15/2018	06/21/2019	\$25000	Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) is responsible for the purchase of resources needed to support DI.

## District Improvement Plan

Cesar Chavez Academy

Activity - Differentiating Lessons	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will provide all students with differentiated instruction within all Science classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use of small groups and/or one-to-one individualized instruction.  Schools: Cesar Chavez High School	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3428	Section 31a	All Science Staff, including Teachers, Support Staff and Instructional Coach.
Activity - Hands-On Activities and Creative Groups	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will plan for and promote hands-on learning and small group learning and skill practice to enhance the acquisition of content material. Next Generation Science Unit Materials including triple beam balances, graduated cylinders, beakers, hot plates, digital thermometers, digital scales, microscopes with slides, sieves, as well as updated book sets and lab workbooks for individual students  Schools: Cesar Chavez Middle School	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$15000	Title I Schoolwide	School leader, instructional coach, instructional staff, support staff
Activity - Center Based Instruction to Address Weaknesses Activity T	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will plan to use more centers to teach science with literature, games and experiments to teach the curriculum.  Schools: Cesar Chavez Academy Intermediate	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Section 31a	Leader and coach

### Strategy 4:

Increase instructional time - The district will increase the instructional time for science in order to improve the overall proficiency for all students.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

National Center on Time and Learning. (2010). The Relationship Between Time and Learning: A Brief Review of the Theoretical Research.

Osborne, J. (2003). "Attitudes Towards Science: A Review of the Literature and Its Implications." International Journal of Science Education 25(9), 1049–1079.

## District Improvement Plan

Cesar Chavez Academy

Traphagen, K. (2011). Strengthening Science Education: The Power of More Time to Deepen Inquiry and Engagement.

Tier:

Activity - Revise schedule	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School administrators will increase the number of hours allocated to science instruction. The MS will add an additional science elective and the ES will increase the instructional time from 30 minutes to 60 minutes daily.  Schools: All Schools	Implementation, Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$0	No Funding Required	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will ensure the implementation of the strategy.

### Strategy 5:

Instructional and ELL Coach(es) - The District will maintain an Instructional Coach in each building, ELL Coaches (elementary and middle/high school) and a Curriculum Director to assist teachers to implement instructional strategies that will help students use and continue to build their literacy skills through each content assisting in the develop maps and pacing guides, planning professional development that meet the individual needs of staff, modeling of lessons, planning and debriefing instruction, co-teaching and data analysis through coaching relationships.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Knight, J. (2005). A primer on instructional coaching. Principal Leadership, 5(8) 17-20.

Neufeld, B., & Roper, D. (2003). Coaching: A Strategy for Developing Instructional Capacity, Promises, and Practicalities.

Poglinco, S., Bach, A., Hovde, K., Rosenblum, S., Saunders, M., and Supovitz, J. (2003). The Heart of the Matter: The Coaching Model in America's Choice Schools.

Lyons, C., and Pinnell, G. (2001). Systems for Change in Literacy Education: A Guide to Professional Development.

## District Improvement Plan

Cesar Chavez Academy

Coggins, C., Stoddard, P., and Cutler, E. (2003). "Improving Instructional Capacity through Field-Based Reform Coaches."

Barr, K., Simmons, B., and Zarrow, J. (2003). "School Coaching in Context: A Case Study in Capacity Building."

Tier:

Activity - Daily walk-through / In-class support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coach and Curriculum Director will conduct daily walk through to provide teachers with non-evaluative feedback.  Schools: All Schools	Academic Support Program, Walkthrough	Tier 1	Implement	08/15/2018	06/21/2019	\$0	No Funding Required	The district administrative team.

Activity - Data Analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coach and district coordinator for student learning will analyze building level data by grade and content to assist in planning instruction.  Schools: All Schools	Evaluation, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$0	No Funding Required	The district administrative team.

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	Title II Part A, No Funding Required	The district administrative team is responsible for this activity.

Activity - Instructional and Data Coaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>Use of data coach, instructional coach, and English Language Learning Coach in order to monitor student growth, review lesson plans and lesson delivery, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort. Coaches work closely with the leadership team, instructional staff, and support staff to analyze data, provide assistance and uphold the SIP goals and activities.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez High School</p>	<p>Professional Learning, Teacher Collaboration</p>	<p>Tier 1</p>		<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$120000</p>	<p>Title I Schoolwide</p>	<p>Administrative team</p>
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**Strategy 6:**

SIOP (Sheltered Instruction Observation Protocol) - All staff will implement SIOP (Sheltered Instruction Observation Protocol) a researched best practice to increase student achievement for all students which is comprised of a high population of ELL students (97%). Teacher's will incorporate project based initiatives such as AWIM, Initiative Science, and Lego League to promote higher order thinking skills and hands-on application.

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Short, D., Fidelman, C., Louguit, M.(2012). Developing Academic Language in English Language Learners Through Sheltered Instruction.

Short, D., Echevarria, J., & Richards-Tutor, C. (2011). Research on academic literacy development in sheltered instruction classrooms.

Tier:

Activity - Monitor Strategy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The district coordinator for student learning, instructional coaches and schools leaders will analyze data monthly to determine the effectiveness of the strategy. Administration will purchase a data warehouse application in order to monitor the implementation, gather data for professional development and track progress of students.</p> <p>Schools: All Schools</p>	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$30000	Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.
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Activity - Professional development / PLC	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components( For example, MABE conference - Michigan Association for Bilingual Education and onsite professional development). Staff will benefit from continued professional development and coaching in successfully implementing the 8 components of S.I.O.P as they relate to science instruction. Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$12000	Title II Part A, Title III	The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring this strategy.

Activity - Purchase additional resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Teachers will be provided with materials and supplies to support the best practices. For example, visual aides graphic organizers, grade leveled books, math and science manipulative (For example: legos , science kits and writing journals) that support the best practices and enhance instruction.  Schools: All Schools	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	Section 31a	The school leader is responsible for the purchase of additional materials.
<b>Activity - Sheltered Instruction Observation Protocol (SIOP)</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>
Teachers will incorporate instructional strategies that assist with the English Language Learners (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of high-order thinking skills and investigate new approaches to applying their learning.  Schools: All Schools	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Title I School Improvement (ISI)	School leader, instructional coach, instructional staff, support staff
<b>Activity - Training staff in use of online programs and applications</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>
Beginning stages of training staff on basic knowledge and use of online technology  Schools: Cesar Chavez High School	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$8000	Section 31a	School leader, instructional coach, instructional staff, support staff
<b>Activity - ELL Paraprofessional Classroom Push-In and Pull-Out</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>
Paraprofessionals provide reading and language interventions within the science classroom as well as in small group setting and/or one-to-one.  Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East, Cesar Chavez High School	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	Title III	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers



## District Improvement Plan

Cesar Chavez Academy

### Strategy 7:

Hands-on or Inquiry Based Science Instruction - Using data from benchmark assessments, the leader along with staff will select and purchase scientific related resources (Picture Perfect) to address the areas of concern. Science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.

Category: Science

Research Cited: Common Core standards and science content standards

Tier: Tier 1

Activity - Off Campus Experiences/Field Trips	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery. Students will have a hands on experience to state standards by participating in field trips.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Elementary East</p>	Field Trip	Tier 1	Monitor	08/15/2018	06/21/2019	\$8500	Title I Part A, General Fund	School leader, instructional coach, support staff and instructional staff
Activity - Science Experiment and Supplemental Science Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will witness and partake in the inquiry process by completing various science projects that will enhance their understanding. Materials may be purchased to support experiments aligned to Michigan Science Standards. There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction. Purchase science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.</p> <p>Schools: All Schools</p>	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$29500	Title I Part A, Title I Part A, General Fund, Section 31a	School leader, instructional coach, support staff and instructional staff
Activity - Science Fair	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

All students in grades K-12 will complete a science fair project focusing on the Scientific Process.  Schools: Cesar Chavez Academy Elementary	Direct Instruction	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$500	General Fund	School leader, instructional coach, support staff and instructional staff
<b>Activity - Professional development on cross curricular instruction</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>
PD on cross curricular instruction to support teachers in implementing high engaging lessons  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East, Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	Title II Part A	School leader, instructional coach, support staff and instructional staff
<b>Activity - Science Lab Opportunities</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>
Students will be given lab time within the classroom in order to conduct experiments in real life inquiry-based project assessment.  Schools: Cesar Chavez Middle School	Implementation	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	Title I Schoolwide	School leader, instructional coach, instructional staff, support staff
<b>Activity - Use of STEM/STEAM kits</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>
Students will be prepared for the NGSS when applying knowledge through rigorous hands on and inquiry based activities that teachers have been trained on through both on site and off site professional learning communities.  Schools: All Schools	Implementation, Academic Support Program, Curriculum Development, Professional Learning, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$150000	Section 31a	Instructional coach, School leader and teachers

**District Improvement Plan**

Cesar Chavez Academy

Activity - Materials for STEM/STEAM projects	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In order to support pur science initiatives, the district and teachers will need to purchase additional materials to ensure the students are recieving education on NGSS and to support STEM and STEAM initiatives in our district.  Schools: All Schools	Implementation, Academic Support Program, Curriculum Development, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Section 31a	School leader, teachers and instructional coaches

**Strategy 8:**

Reading & Writing Across the Content Areas - The utilizing of informational text will be embedded throughout all subject areas to strengthen students understanding of technical texts in the Common Core. There will be an increase in the monitoring and the expectations in planning for more integration of all the subject areas around the standards and skills that are connected to informational text.

Category: Science

Research Cited: Higher Order Thinking: Increasing the Rigor of Learning-Focused Lessons by Learning Focused Curriculum, Best Practice-3rd Edition: Today's Standards for Teaching and Learning in America's Schools and Best Praticce-4th Edition: Bringing Standards to Life in America's Classrooms by Zemelman, Daniels and Hyde

Tier: Tier 1

Activity - More Focus and Emphasis on Science in ELA	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will learn more about the impact history had on their lives today by learning about individuals and events through graphs, maps, text features, timelines, etc. to increase comprehension of science and social studies (informational text).  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Evaluate	08/15/2018	06/21/2019	\$1200	General Fund	School leader, instructional coach, support staff and instructional staff

Activity - Subscriptions to Various Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.  Schools: Cesar Chavez Academy Elementary East	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	Title I Part A	School leader, instructional coach, support staff and instructional staff
<b>Activity - Use of Leveled Reader to Increase Reading Skills</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>
Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East, Cesar Chavez High School	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	Title I Part A	School leader, instructional staff and coach
<b>Activity - Quarterly Presentations and Projects</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>
Once every acad marking, teachers will provide a rubric to assist with students presenting on an informational topic such as Career Day, Black History Month, Author's Study, etc  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	General Fund	School leader, instructional coach and instructional/support staff
<b>Activity - Writing Across the Science Curriculum</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>
Professional development focused on writing across the content areas will educate instructional staff on how to build in rigor through increased opportunities to write. Students will increase the amount of writing to showcase content knowledge and practice Next Generation Science Standards skills.  Schools: Cesar Chavez Middle School	Implementation, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title II Part A	School leader, instructional coach, instructional staff, support staff

### Strategy 9:

Utilize Technology to Increase Mastery - Students are scheduled twice a week in the computer lab to engage in activities that provide real life connections, reading materials at their level, math interventions, games and test taking skills for an hour. Teachers use software, websites, blogs, videos, projectors, listening centers, elmos and Ipads as well to increase academic performance and with technology.

## District Improvement Plan

Cesar Chavez Academy

Category: Science

Research Cited: Educational Leadership Articles and Journals

Tier: Tier 1

Activity - Make Connections to Real Life Application	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Intentional and research based strategies will be documented and used to create background knowledge, both academic and personal experiences, to elevate student growth.</p> <p>Schools: All Schools</p>	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	General Fund	School leader, instructional coach, support staff and instructional staff
Activity - Use Software Licenses to Increase Engagement and Visualizing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students. This software will be utilized by teachers and students to help in understand material to reach mastery on assessments.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$8900	Title I Part A, Title I Part A	School leader, instructional coach, support staff and instructional staff
Activity - Technology Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and support staff will attend on and off site professional learning and development sessions to learn how technology benefits student growth.</p> <p>Schools: All Schools</p>	Professional Learning, Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	General Fund	School leader, instructional coach, support staff and instructional staff
Activity - Increased Use of Technology and Computer Assisted Programs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Students will use computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$40000	Title I Schoolwide	School leader, instructional coach, instructional staff, support staff
Schools: All Schools								

Activity - Focal PointK12	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.  Schools: All Schools	Implementation, Academic Support Program, Curriculum Development, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	Title I Schoolwide	Instructional coach, teachers, Team of Academic Support and administration

### Strategy 10:

Extended Learning Opportunities - School leader and coach will plan extra time in addition to (and outside) core instruction to offer more intensive interventions that are designed to remediate deficiencies. Students will be grouped according to various test scores from summative and formative assessments and taught for an hour after school, 4-6 week during the summer and weekend school. Also, monthly field trips will plan to offer students the experience of making real life connections to teaching and learning.

Category: Science

Research Cited: Higher Order Thinking: Increasing the Rigor of Learning-Focused Lessons by Learning Focused Curriculum, Best Practice-3rd Edition: Today's Standards for Teaching and Learning in America's Schools and Best Practice-4th Edition: Bringing Standards to Life in America's Classrooms by Zemelman, Daniels and Hyde

Tier:

Activity - Summer School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$192874	Title I Schoolwide, Section 31a, Section 31a	School leader, instructional coach, instructional staff, support staff
Activity - After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$139000	Section 31a, Title I Part A	School leader, instructional coach, instructional staff, support staff
Activity - DAP-CEP After-School and Summer Enrichment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>DAP-CEP and CCA-MS staff will implement STEM and science related supplemental learning opportunities to students after school and throughout the summer to support mastery of content and to allow for skills practice in an enrichment setting.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate</p>	Academic Support Program, Extra Curricular	Tier 1	Monitor	08/15/2018	06/21/2019	\$75000	Title I Schoolwide	School leader, instructional coach, instructional staff, support staff

### Strategy 11:

Multi-Tiered Systems of Support - Teachers and content specialists will assess and collect data based on specific content area standards and recommend individuals for

## District Improvement Plan

Cesar Chavez Academy

additional instruction, whether that be within or outside of the classroom; before, during, or after the school day.

Category: Science

Research Cited: Rtl Network

Tier: Tier 2

Activity - At-Risk Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$310000	Section 31a, Title III, Title I Part A	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education

Activity - Science Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will be monitored within their respective science classes so that intensive science interventions may be provided for identified at-risk students. Teachers and support staff (paraprofessionals, special education team and social worker) will strategically plan lessons on different levels that address the weaknesses identified in district assessments (NWEA), state assessments (M-STEP), Naiku, Star Reader, Easy CBM, and classroom assessments. Students will receive interventions based upon their tier. Interventions may take place in a general education setting, a push-in model, or a small group, pull-out model.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$390500	Title I Schoolwide, Title I Schoolwide	School leader, instructional coach, instructional staff, support staff

Activity - Data Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The Data Coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	Title I Part A	School leader, data coach



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Activity - Consistent Administration of Eagle Expectations and Eagle Dollars	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Providing multiple reminders of the PBIS program expectations throughout the school with daily announcements, bulletin boards, points/Eagle Dollars system to support high standards of teaching, learning, and behavior. Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.</p> <p>Schools: All Schools</p>	Behavioral Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$17000	Section 31a, Title I Schoolwide	School leader, instructional coach, instructional staff, support staff
Activity - Response to Intervention Coordinator	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Use of Response to Intervention Coordinator in order to monitor and align interventions, monitor student growth, review logs, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort with support staff and instructional leadership team.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez High School</p>	Academic Support Program, Professional Learning	Tier 1	Evaluate	08/15/2018	06/21/2019	\$60000	Title I Schoolwide	School leader, instructional coach, instructional staff, support staff
Activity - Rtl Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	Title II Part A	School leaders, instructional staff, instructional coaches, interventionists, Rtl coordinators

### Strategy 12:

Reading in the Content Areas - Teachers will teach students to critically read and analyze scientific literature to enhance reading skills and a better understanding in

## District Improvement Plan

Cesar Chavez Academy

science.

Category: Science

Research Cited: "Research-Based Content Area Reading Instruction," Texas Reading Initiative

Tier: Tier 1

Activity - Close and Critical Reading Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will benefit from, focused training on, and how to teach Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Professional Learning	Tier 1		08/15/2018	06/21/2019	\$15000	Title I Schoolwide	School leader, instructional coach, science instructional staff, support staff
Activity - Close and Critical Reading Lessons	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	All Science Instructors
Activity - Usage Mastery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be responsible for drafting a science proficiency assessment and administer it four times a year to gauge student understanding and mastery of reading comprehension skills taught through the Close and Critical Reading Learning Strategy.  Schools: Cesar Chavez High School	Evaluation, Monitor, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Title I School Improvement (ISI)	All Science Instructional Staff
Activity - High Interest Informational Text	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Informational text will be used more in the classroom to teach reading for meaning and introduce students to scientific content. Tradebooks related to the science curriculum, National Geographic for kids (magazine and online), Discovery Education online and United Streaming will all be used to supplement the Science Curriculum.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1200	Section 31a	School leader, instructional coach, instructional staff, support staff
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### Strategy 13:

Parental Involvement - The school will provide various opportunities for parents to become more involved in the school and surrounding community by holding parent meetings, parent activities, parent training's, and other events. The school will also keep parents informed through a variety of means such as phone calls, parent teacher conferences, letters home, online resources, etc.

Category: Science

Research Cited: "Parent Involvement in Education," Kathleen Cotton and Karen Reed Wikelund

Tier: Tier 1

Activity - Parent Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school will hold monthly parent meetings to inform and educate parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.  Schools: All Schools	Parent Involvement	Tier 1	Monitor	08/15/2018	06/21/2019	\$2000	Title I Part A	School Leader, Home-Community Liaison, General Education Staff, and Support Staff

## Goal 4: All students in the Cesar Chavez District will become proficient in social studies.

### Measurable Objective 1:

85% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency 80% or higher in Social Studies by 06/30/2024 as measured by the student's M-step (or equivalent state assessment), MME, SAT, and NWEA scores.

## District Improvement Plan

Cesar Chavez Academy

### Strategy 1:

Alignment of curriculum, instruction, and assessment - The Educational Management Plan (EMP) has been revised to convey the intent of the leadership and guides the development, scope, alignment and evaluation of the written curriculum in all subject area. It also ensures quality control of the designed and delivered curriculum.

The district will continue to implement the EMP, assist in aligning the curriculum, structure the pacing guides and monitor the district assessment timeline.

Category: Social Studies

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Tier: Tier 1

Activity - Professional development / PLC/Instructional Learning Cycles	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district administrative team and teachers will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- MDE conference and SIOP training. Teachers will receive various professional learning opportunities in Social Studies.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$40000	Title III, Title II Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating the professional learning communities and PD.

Activity - Informational text/ literature aligned to MC3 Curriculum	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Students will utilize a variety of grade level appropriate informational text to support learning, such as trade books and student magazines  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Curriculum Development	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title I Part A	Administrators, instructional coach, teachers
<b>Activity - Best Practice Instruction/Marzano</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>
CCA will use Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Students will be exposed to higher order thinking skills when creating, evaluating, analyzing, applying, understanding and remembering. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.  Schools: All Schools	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	General Fund, General Fund	School leader, instructional coach, support staff and instructional staff
<b>Activity - Marzano Professional Development Sessions</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>
Teachers will receive Marzano's training on and off campus to equip them with the necessary strategies to teach with fidelity.  Schools: Cesar Chavez Academy Elementary East	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	General Fund	School leader, instructional coach, support staff and instructional staff
<b>Activity - Weekly Hands On Activities</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>
There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction.  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	General Fund	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Activity - Purchase of Student Workbooks	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Purchase of Student Consumable Workbooks to implement and teach state standards and drive instruction.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$4900	Title I Schoolwide	School leader, instructional coach, support staff and instructional staff

### Strategy 2:

DI (Differentiated Instruction) - District staff will implement DI (Differentiated Instruction) to increase student achievement.

Category: Career and College Ready

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano; Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SLOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al. Classroom Instruction That Works with English Language Learners by Jane D.

Hill et. al

Tier: Tier 1

Activity - Monitor Strategy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies on a daily basis using a common walk through tool. District coach, instructional coaches. and schools leaders will analyze data monthly to determine the effectiveness of the strategy</p> <p>Schools: All Schools</p>	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
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Activity - Professional development / PLC	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, Using Data to Improve Student Engagement, Data Driven Instruction). Ongoing professional development in the area of differentiated instruction, use of interventions within the classroom, ESL and language acquisition training, and further curriculum development. Substitute placement to cover staff during professional development days Professional Learning Communities Relevant conferences for Social Studies department</p> <p>School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, Rtl, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.</p> <p>Schools: All Schools</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$17000	Title II Part A, Title II Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.

## District Improvement Plan

Cesar Chavez Academy

Activity - Purchase resources to support Rtl / DI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will be provided with materials and supplies to support SIOP, Rtl, DI and other best practices. For example, visual aides graphic organizers, grade leveled books, maps and social studies manipulative (For example: videos and writing journals) that support the best practices and enhance instruction.</p> <p>Schools: All Schools</p>	Academic Support Program, Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$92500	Section 31a, Title I Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing resources that support best practices.
Activity - Software and iPad Applications	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will make connections to real life when using BrainPop, discovery learning, iPads to reinforce what has been taught in the classroom and utilize technology for reports and projects</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East</p>	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title I Part A	Administrative team, instructional coach, teachers
Activity - Field Trips to Community Organizations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students will have hands on experiences and real world experiences by participating on field trips to community based organizations.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Elementary East</p>	Community Engagement	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	Title I Part A, Title III	Administration, instructional coach, teachers



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Activity - Differentiating Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will provide students with differentiated instruction within all Social Studies classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use of small groups and/or one-to-one individualized instruction.  Schools: Cesar Chavez High School	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3400	Title I Part A	All Social Studies Staff, including Teachers, Support Staff and Instructional Coach

### Strategy 3:

Instructional and ELL Coach(es) - The District will maintain an Instructional Coach in each building, ELL Coaches (elementary and middle/high school) and a Curriculum Director to assist teachers to implement instructional strategies that will help students use and continue to build their literacy skills through each content assisting in the develop maps and pacing guides, planning professional development that meet the individual needs of staff, modeling of lessons, planning and debriefing instruction, co-teaching and data analysis through coaching relationships.

Category: Learning Support Systems

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

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Knight, J. (2005). A primer on instructional coaching. *Principal Leadership*, 5(8) 17-20.

Neufeld, B., & Roper, D. (2003). Coaching: A Strategy for Developing Instructional Capacity, Promises, and Practicalities.

Poglinco, S., Bach, A., Hovde, K., Rosenblum, S., Saunders, M., and Supovitz, J. (2003). The Heart of the Matter: The Coaching Model in America's Choice Schools.

Lyons, C., and Pinnell, G. (2001). Systems for Change in Literacy Education: A Guide to Professional Development.

Coggins, C., Stoddard, P., and Cutler, E. (2003). "Improving Instructional Capacity through Field-Based Reform Coaches."

Barr, K., Simmons, B., and Zarrow, J. (2003). "School Coaching in Context: A Case Study in Capacity Building."

Tier: Tier 1

Activity - Daily walk-through / In-class support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

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Instructional coaches, District ELL coach and district coordinator for student learning will conduct daily walk through to provide teachers with non-evaluative and evaluative feedback.  Schools: All Schools	Walkthrough	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	The district administrative team
<b>Activity - Professional development / 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>
Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	Title II Part A, No Funding Required	The district administrative team.
<b>Activity - Instructional Coaching for Teachers</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>
The Instructional Coaches, District ELL Coach and district coordinator for student learning will help teachers improve quality of their instruction, by modeling lessons and providing resources that support the combination of both content and literacy strategies to maximize student growth.  Schools: All Schools	Professional Learning, Teacher Collaboration	Tier 1	Implement	08/15/2018	06/21/2019	\$0	No Funding Required	The district administrative team.

### Strategy 4:

SIOP (Sheltered Instruction Observation Protocol) - All staff will implement SIOP (Sheltered Instruction Observation Protocol) a researched best practice to increase student achievement for all students which is comprised of a high population of ELL students (97%).

Category:

Research Cited: Seven Strategies of Assessment by Jan Chappuis

Data Wise: A Step by Step Guide to Using Assessment Results to Improve Teaching and Learning, Kathryn Parker Boudett, et. al

**District Improvement Plan**

Cesar Chavez Academy

What Works in Schools: Translating Research Into Action by Robert J. Marzano;

Differentiation, From Planning to Practice, Grades 6-12 by Rick Wormeli.

SIOP: Making Content Comprehensible for English Learners, Janna Echevarria, et. al.

Classroom Instruction That Works with English Language Learners by Jane D. Hill et. al

Short, D., Fidelman, C., Louguit, M.(2012). Developing Academic Language in English Language Learners Through Sheltered Instruction.

Short, D., Echevarria, J., & Richards-Tutor, C. (2011). Research on academic literacy development in sheltered instruction classrooms.

Tier: Tier 1

Activity - Monitor the Implementation of SIOP components	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.  Schools: All Schools	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	No Funding Required	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.

Activity - Professional development / PLC	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Teachers will be provided with ongoing professional development on strategies for implementing DI (For example, Marzano's high yield instructional strategies).  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$32000	Title II Part A, Title II Part A	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
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Activity - Use of Spanish Language Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Acquisition and increased use of Spanish language resource materials to facilitate increased conceptual understanding to bridge the language barrier and provide resources for student use.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Title III	School leader, instructional coach, support staff and instructional staff

Activity - Sheltered Instruction Observation Protocol (SIOP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.  Schools: All Schools	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$135000	Title I Part A	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education

## District Improvement Plan

Cesar Chavez Academy

### Strategy 5:

Increase of Informational Text in All Content Areas - The utilizing of informational text will be embedded throughout all subject areas to strengthen students understanding of technical texts in the Common Core. There will be an increase in the monitoring and the expectations in planning for more integration of all the subject areas around the standards and skills that are connected to informational text.

Category: Social Studies

Research Cited: Higher Order Thinking: Increasing the Rigor of Learning-Focused Lessons by Learning Focused Curriculum, Best Practice-3rd Edition: Today's Standards for Teaching and Learning in America's Schools and Best Practice-4th Edition: Bringing Standards to Life in America's Classrooms by Zemelman, Daniels and Hyde

Tier: Tier 1

Activity - More Focus and Emphasis on History, Timelines and Biographies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will learn more about the impact history had on their lives today by learning about individuals and events through graphs, maps, text features, timelines, etc to increase comprehension of science and social studies (informational text).  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Title I Part A	School leader, instructional coach, support staff and instructional staff

Activity - Subscriptions to Various Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$1500	General Fund	School leader, instructional and support staff and instructional coach

Activity - Use of Leveled Readers to Increase Reading Skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.  Schools: All Schools	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$5525	General Fund, Section 31a	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Activity - Quarterly Presentations and Projects	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Once every acad marking, teachers will provide a rubric to assist with students presenting on an informational topic such as Career Day, Black History Month, Author's Study, etc  Schools: Cesar Chavez Academy Elementary East	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	General Fund	School leader, instructional coach, support staff and instructional staff

Activity - Professional Development on Close and Critical Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3080	Title I Schoolwide	All Social Studies Instructors and support staff

Activity - Close and Critical Reading Lessons in Social Studies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.  Schools: Cesar Chavez High School	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	Title I School Improvement (ISI)	All Social Studies teachers

### Strategy 6:

Utilize Technology to Increase Mastery - Students are scheduled twice a week in the computer lab to engage in activities that provide real life connections, reading materials at their level, math interventions, games and test taking skills for an hour. Teachers use software, websites, blogs, videos, projectors, listening centers, elmos and Ipads as well to increase academic performance and with technology.

Category: Social Studies

Research Cited: Educational Leadership Articles and Journals

Tier: Tier 1

Activity - Make Connections to Real Life Application	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Intentional and research based strategies will be documented and used to create background knowledge, both academic and personal experiences, to elevate student growth.  Schools: Cesar Chavez Academy Elementary East	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	General Fund	School leader, instructional coach, support staff and instructional staff
<b>Activity - Use Software Licenses to Increase Engagement and Visualizing</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>
StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Academy Intermediate, Cesar Chavez Academy Elementary East	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	Title I Part A	School leader, instructional coach, support staff and instructional staff
<b>Activity - Technology Professional Development</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>
Teachers and support staff will attend on and off site professional learning and development sessions to learn how technology benefits student growth.  Schools: All Schools	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	General Fund	School leader, instructional coach, support staff and instructional staff
<b>Activity - Content-area Assisted Technology Programs</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>
Students will have access to appropriate learning and assessment opportunities that support grade level content through the use of computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase Social Studies proficiency.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	Title I Schoolwide	School leader, instructional coach, support staff and instructional staff
<b>Activity - Teacher training on Technology Integration</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>

## District Improvement Plan

Cesar Chavez Academy

Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop - NWEA - Accelerated Reader -Accelerated Math -Big Ideas - Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	Title I Schoolwide	School leader, instructional coach, support staff and instructional staff
Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez High School								

Activity - New Technology	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	Title I School Improvement (ISI)	School leader, instructional coach, support staff and instructional staff
Schools: All Schools								

Activity - Focal PointK12	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	Title I Schoolwide	School leader, instructional coach, teachers, Dept of Academic Achievement
Schools: All Schools								

### Strategy 7:

Extended Learning Opportunities - School leader and coach will plan extra time in addition to (and outside) core instruction to offer more intensive interventions that are designed to remediate deficiencies. Students will be grouped according to various test scores from summative and formative assessments and taught for an hour after school, 4-6 week during the summer and weekend school. Also, monthly field trips will plan to offer students the experience of making real life connections to teaching and learning.

Category: Social Studies



## District Improvement Plan

Cesar Chavez Academy

Research Cited: Response to Intervention Network, Educational Leadership articles and Best Practice 3rd Edition: Today's Standards for Teaching & Learning in America's Schools

Tier: Tier 1

Activity - Summer School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$144000	Section 31a, Section 31a	School leader, instructional coach, support staff and instructional staff
Activity - After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>After school program will use various sources of data to provide research and evidence based interventions.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez Academy Elementary East</p>	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$15000	Title I Part A	School leader, instructional coach, support staff and instructional staff
Activity - Off Campus Experiences/Field Trip	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery.</p> <p>Schools: Cesar Chavez Academy Elementary East</p>	Field Trip	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	General Fund	School leader, coach and staff
Activity - Daily Response To Intervention Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

From 2-3 daily students are grouped based off DRA, StudyIsland, NWEA, etc. to provide meaningful and intentional interventions to increase mastery of areas of weaknesses.  Schools: Cesar Chavez Academy Elementary East	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$5000	Title I Part A	School leader, instructional coach, support staff and instructional staff
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### Strategy 8:

Multi-Tiered System of Supports - Staff will use effective, research-based strategies for student academic and behavioral support and instruction as outlined in response to intervention and positive behavior support theory.

Category: Social Studies

Research Cited: Michigan Department of Education, Wayne RESA, PBIS Support from Academic Support Theory, Marzano Research, Improving Teaching and Learning with Data Based Decisions (Protheroe, 2001)

Tier: Tier 2

Activity - Academic and Behavior Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be identified by performance and LEADS data and teacher recommendations for academic or behavior interventions to be delivered by Title I and other support staff. Students will receive appropriate instruction and support through interventions to help meet personal, social, and academic goals.  Schools: All Schools	Academic Support Program, Behavioral Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$390000	Section 31a	School leader, instructional coach, support staff and instructional staff

Activity - Counseling and Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use of social workers to enable us to positively address concerns in the lives of students and families in effort to improve the academic behaviors exhibited by students and to align families with resources in the community to foster positive home life experiences.  Schools: All Schools	Behavioral Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$250000	Section 31a	School leader, instructional coach, support staff and instructional staff

Activity - At-Risk Support Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process.  Schools: All Schools	Academic Support Program	Tier 2	Evaluate	08/15/2018	06/21/2019	\$125500	Section 31a, Title I Part A, Title III	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
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Activity - Social Studies Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Social Studies teacher will monitor students and identify at risk students so that intensive social studies interventions may be provided.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Academic Support Program	Tier 3	Implement	08/15/2018	06/21/2019	\$500	Title I Schoolwide	School Leader, Title 1 teacher, Instructional Coach, Instructional Staff, and Support Staff

Activity - Data Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.  Schools: Cesar Chavez Middle School, Cesar Chavez High School	Academic Support Program, Teacher Collaboration	Tier 1	Monitor	08/16/2017	06/22/2018	\$20000	Title I Part A	School Leader, Data Coach

Activity - MTSS/Rtl Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>	<p>Tier 2</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5500</p>	<p>Title II Part A</p>	<p>Instructional coaches, instructional staff, interventionists, Rtl coordinators</p>
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**Goal 5: Safe and secure environment for all students at CCA.**

**Measurable Objective 1:**

demonstrate a behavior so that there is a 10% decrease in the number of inappropriate/problem behaviors by 06/22/2018 as measured by Office Disciplinary Referrals .

**Strategy 1:**

Safe and secure environment - Cesar Chavez Academy staff will support the district's mission to provide high-quality educational opportunities in a safe and secure environment.

Category: Other - PBIS and Security

Research Cited: Freiberg, H. J. (1999). "School climate: Measuring, improving and sustaining healthy learning Environments."

G. P., Leadbeater, B. J., Emmons, C., & Blatt, S. J. (1997). "Perceived school climate and difficulties in the social adjustment of middle school students," Applied Developmental Science, 1(2), 76-88.

Schaps E (2005). The Role of Supportive School Environments in Promoting Academic Success.

Jeynes (2005). A Meta-analysis of the Relation of Parental Involvement to Urban Elementary School Student Academic Achievement.

Siris K, Osterman K (2004). Interrupting the Cycle of Bullying and Victimization in the Elementary Classroom.

Tier: Tier 1

Activity - Staff to Support Secure Learning Environment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

CCA will hire and retain staff who will promote a safe and secure learning environment including security, dean of students, PBIS coordinator, etc.  Schools: All Schools	Behavioral Support Program, Other - Security and Safety	Tier 1	Monitor	08/16/2018	06/21/2019	\$135000	Title I Part A, Section 31a	School leaders
<b>Activity - Anti-bullying</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>
CCA will provide an age-appropriate, evidence-based violence prevention and education program for students, which addresses the legal, personal and social consequences of violence and disruptive behaviors, including bullying and harassment. This includes activities designed to help students develop a sense of individual responsibility and respect for the rights of others, and to resolve conflicts without violence.  Schools: All Schools	Behavioral Support Program	Tier 1	Implement	08/15/2018	06/21/2019	\$75000	Title I Part A, Section 31a	School leader
<b>Activity - Use of Security Cameras/System</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>
Security systems will be used to increased security for all stakeholders.  Schools: All Schools	Materials, Other - Cameras, Technology , Wiring	Tier 1	Implement	08/16/2018	06/21/2019	\$250000	Section 31a	School Leader

### Strategy 2:

PBIS (Positive Behavior Intervention Support) - Positive Behavior Intervention Support (PBIS) will be promoted, implemented and monitored by the PBIS team, teachers, support staff, instructional coaches, and school leaders. Promotional events will be planned throughout the school year to celebrate students' "good behavior". Incentives will be incorporated into the program to the greatest degree possible so that behavior expectations can be highlighted on a frequent basis.

Category: Other - Behavior/Safety

Research Cited: Beard-Jordan, K., & Sugai, G. (2004). First Step to Success: An early intervention for elementary children at risk for antisocial behavior.

Bradshaw, C., Koth, C., Thornton, L., & Leaf, P. (2009). Altering school climate through school-wide positive behavioral interventions and supports: Findings from a group-randomized effectiveness trial.

Irvin, L., Horner, R., Ingram, K., Todd, A., Sugai G., Sampson, N., &

Boland, J. (2006). Using office discipline referral data for decision making about student behavior in elementary and middle schools: An empirical evaluation of validity.

Sherlock, P (2010). Impact of School-Wide Positive Behavioral Intervention and Supports on: reading, writing, math, and reduction in challenging behaviors.

McIntosh, K., Flannery, K. B., Sugai, G., Braun, D., & Cochrane, K. L. (2008). Relationships between academics and problem behavior in the transition from middle school to high school.

Pierce, W.D., Cameron, J., Banko, K.M., & So, S. (2003). Positive effects of rewards and performance standards on intrinsic motivation.

**District Improvement Plan**

Cesar Chavez Academy

Simonsen, B., Fairbanks, S., Briesch, A., Myers, D., & Sugai, G. (2008). Evidence-based practices in classroom management: Considerations for research to practice.

Tier: Tier 1

Activity - PBIS Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional development provided to staff to ensure full implementation of the program to promote an atmosphere of respect, safety, and responsibility. Additionally, the PBIS team will provide frequent presentations on the PBIS program and discussions on the effectiveness of the program will be conducted throughout the year  Schools: All Schools	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	Title II Part A	School leaders, instructional coaches, PBIS teams, teachers, and support staff
Activity - PBIS Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PBIS teams will meet monthly in order to discuss student behavior data, plan PBIS activities, and discuss practices, procedures and implementation of the program. Results and details will be communicated to all stakeholders.  Schools: All Schools	Teacher Collaboration	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	School leaders, instructional coaches, PBIS teams
Activity - Utilize the LEADS System	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will utilize the LEADS System within PowerSchool, in order to collect and disaggregate student behavior data.  Schools: All Schools	Technology, Materials, Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$2000	General Fund	School leaders, support staff

## **Goal 6: All English Language Learners in the Cesar Chavez District will increase reading and writing proficiency in the English Language as measured by the annual WIDA assessment.**

### **Measurable Objective 1:**

23% of English Learners students will demonstrate a proficiency on the WIDA in English Language Arts by 06/22/2018 as measured by WIDA Assessment.

### **Strategy 1:**

Writing Across the Curriculum - There will be more of a focus on writing across the curriculum in all content areas across schools within the district.

**District Improvement Plan**

Cesar Chavez Academy

Category: English/Language Arts

Tier: Tier 1

Activity - Writing Workshops	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional learning in writing across the curriculum. Schools: All Schools	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	Title II Part A	School Leaders, Curriculum Director

**Strategy 2:**

Sheltered Instruction Observation Protocol - Cesar Chavez District will incorporate Sheltered Instruction Observation Protocol into their daily lessons, to assist the English Language Learner within the classroom on a consistent basis.

Category: English/Language Arts

Tier: Tier 1

Activity - Sheltered Instruction Training that addresses 8 components of SIOP	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will attend training in the 8 components of Sheltered Instruction throughout the school year. Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	Title II Part A	School leaders, instructional coaches, ELL coaches

Activity - SIOP Workshops Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will have a series of four onsite SIOP workshops, as well as attend any off site language and literacy professional development opportunities. Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	Title III	ESL lead, principal, Instructional Coach, all instructional staff

Activity - ESL Coach/ESL Lead	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

ESL Coach or ESL department chair will monitor implementation of SIOP Model and corresponding strategies within the classroom. This ESL Coach or lead will collaborate with the instructional coach and instructional staff to ensure that the SIOP model is implemented.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Title III	Principal, instructional coach, ESL coach/ESL Lead
<b>Activity - Training for ESL Team</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>
The ESL team will seek out other language and literacy professional development trainings to attend offered by MDE, RESA, BEHR, or similar provider. These trainings may include the MABE conference, Special Populations conference, or other similar events.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$30000	Title III	ESL Lead, ESL Coach, principal, instructional coach
<b>Activity - Identify new ESL curriculum</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>
Identify a new curriculum to be used with English Language Learners in ESL class.  Schools: Cesar Chavez High School	Academic Support Program, Curriculum Development, Materials, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$20000	General Fund	Principal, ESL Lead, Instructional Coach

### Strategy 3:

Purchase new technology and computer based programs - Instructional staff will utilize technology and computer based programs during instruction to further develop language acquisition skills.

Category: Technology

Research Cited: The Word and the World: Technology Aids English-Language Learners: Maya Payne Smart, December 10, 2008

Preparing ELLs to be 21st-Century Learners: Kristina Robertson

Teaching English-Language Learners: What Does the Research Tell Us?: Sarah D. Sparks

Tier: Tier 1

SY 2017-2018

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## District Improvement Plan

Cesar Chavez Academy

Activity - ESL Reading Smart Computer Based program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The ESL classroom will utilize the ESL Reading Smart Program a minimum of one time per week to practice language acquisition skills.  Schools: Cesar Chavez High School	Supplemental Materials, Technology	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$5000	Section 31a	ESL teacher, ESL lead, principal, Instructional Coach

Activity - Supplemental Technology Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use various types of technology and technology based applications during instruction. Technology includes but not limited to iPads, computers, tablets, smart boards, etc.  Schools: Cesar Chavez High School	Supplemental Materials, Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$10000	Title III	Principal, technology coordinator, ESL teacher, ESL lead

### Strategy 4:

Language Instruction through ESL classes, push-in, pull-out, tutoring services - Additional language instruction will be provided through ESL classes, push-in, pull, out, and tutoring services

Category: Learning Support Systems

Research Cited: Research on Push-In Versus Pull-Out: Mary Ann Zehr

Content-Based and Sheltered Instruction: Background, Research, and Basics, Joan Johnston Nelson, PhD

Language Acquisition of ELLs Using Push-In Techniques: Ashley Brown

Tier: Tier 2

Activity - Summer School and After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After-School tutoring and Summer School language acquisition tutoring opportunities  Schools: Cesar Chavez High School	Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$10000	Title III	Principal

Activity - ESL Through Literacy Class	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students scoring 1-4 on WIDA assessment will be enrolled in ESL classes and instructed in reading, writing, speaking, and listening  Schools: Cesar Chavez High School	Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$75000	General Fund	Principal, ESL coach/lead, instructional coach

## District Improvement Plan

Cesar Chavez Academy

Activity - Bilingual paraprofessional support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Bilingual paraprofessionals will assist students' learning by providing scaffolding supports to learning in the classroom.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program	Tier 1	Implement	08/16/2018	06/21/2019	\$100000	Title I Part A	Principal

## Goal 7: All parents of immigrant students in CCA district will increase their participation in parent engagement activities provided by the district.

### Measurable Objective 1:

demonstrate a behavior of learning strategies for helping their students achieve WIDA standards; understand district's academic, social/emotional expectations. by 06/22/2018 as measured by WIDA, local and state assessments.

### Strategy 1:

Each campus will offer a monthly parent meeting focusing on academic needs of ELL for math and reading. - Instructional staff, along with community partnerships will assist families with tackling barriers to their child's education.

Category: Other - Parental Engagement/Involvement

Research Cited: Detroit Parent Network, Magazines and Articles, MDE Parent Kit

Tier: Tier 1

Activity - Distribute and present informational materials on academic and social concerns.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Parent Involvement, Professional Learning, Community Engagement, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$67500	Title III, Title I Part A	Parent Liaison, instructional staff, community partnerships

Activity - Parent Liasion	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Parent Liason along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementa tion, Community Engageme nt	Tier 1	Implement	08/16/2018	06/21/2019	\$60000	Title III, Title I Part A	School leader, administra tion and Parent Liason
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## Goal 8: All English learners in CCA District will improve their English language acquisition annually measured by the WIDA.

### Measurable Objective 1:

23% of English Learners students will demonstrate a proficiency on WIDA and meet the annual AMAO 2 target in English Language Arts by 06/30/2017 as measured by WIDA.

### Strategy 1:

District will coordinate sustainable and ongoing professional development that aligns the Common Core State Standards with the WIDA standards and online tools that monitors the acquisition of the WIDA standards. - The administrative team will plan regular professional development for instructional staff to ensure alignment of Common Core Standards and the WIDA standards. Staff will be expected to use the rubrics and material from practice released items to prepare students for the WIDA in quality Tier 1 instruction. ELL and instructional coaches will monitor the teaching and mastery of the standards and provide feedback when needed. State and local assessments will be examined to determine areas of weaknesses that may impact students' performance on the WIDA.

Category: Learning Support Systems

Research Cited: MDE website along with data collected from instructional/ELL coaches such as WIDA, Scantron and local assessments in the district

Tier: Tier 1

Activity - Increase and Provide PD on SIOP and Best Practices for ELL Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District will provide an increase of PDs days with a focus on educating ELL on all levels (servicing and exiting students).  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementa tion, Academic Support Program, Teacher Collaborati on, Career Preparation /Orientation , Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	Title II Part A	School leader, ELL coach and instructional coach

## District Improvement Plan

Cesar Chavez Academy

Activity - Ongoing PD from ELL Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ELL coaches will present quarterly on SIOP strategies, research and areas of concern for the District in relationship to observations and data that will elevate academic scores for ELL students in the district.</p> <p>Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	Title III	ELL coach and administrative team

Activity - Language and Literacy Trainings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will participate in language and literacy training sessions, after being SIOP trained, to further their knowledge on best practices for all learners, including English Learners. Training will include engagement strategies, academic vocabulary strategies, grouping strategies, and other high-yield instructional strategies.</p> <p>Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School</p>	Implementation, Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	Title III	School leader, ELL coach, instructional coach, instructional staff

### Strategy 2:

Integration of WIDA standards in Quality Tier 1 Instruction - The utilization of WIDA standards will be evident in lesson planning, gradebooks, RTI data and other documents in the school improvement process. In data, grade level, content area and data team meetings, WIDA standards through an item analysis will be discussed and an action plan will be established to teach all WIDA (speaking, reading and writing) cross curricular. Monitoring will take place from leaders, coaches and team leads.

Category: English/Language Arts

Research Cited: MDE website, performance student and teacher data

Tier: Tier 1

Activity - Daily Use of "Can Do/I Can" Statements	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Instructional Staff will refer to and use WIDA standards to deliver instruction, monitor growth and evaluate teaching strategies.  Schools: All Schools	Implementation, Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff and administration
Activity - Teachers will include both language and content objectives in their lesson.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To assist with mastery of content and promote students understanding of what they are learning and the learning targets, teachers will post language and content objectives in their lessons which helps with integration of SIOP.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	Administrative team and teachers
Activity - Monitoring with Walkthroughs and Feedback	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL and instructional coaches will complete observations to support the teachers in delivering instruction to ELL learners, suggest the use of SIOP strategies and best practices. This observation will consist of a SIOP checklist to monitor instruction and student learning  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program, Walkthrough, Professional Learning, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	n/a
Activity - Utilize SIOP strategies consistently in whole group and small group instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The expectation of staff is that the information presented and distributed from SIOP PD will be used daily and planned for with multiple sources of material to reach all students, with a concentrated effort on ELL students.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff, administrative, ELL and instructional coaches
Activity - Instructional staff will use of WIDA rubrics across content areas.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

WIDA rubrics will be used across all subjects to familiarize students with the expectations of the WIDA test and reach all the 3 AMAO targets.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Getting Ready, Direct Instruction	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional and ELL coach, instructional staff and administration
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### Strategy 3:

District will utilize the RTI process to monitor student performance towards mastering the English Language. - Various forms of academic data will be used to identify what ELL need Tier 2 and Tier 3 support and what interventions will be maximized to increase test scores.

Category: English/Language Arts

Research Cited: RTI network

Tier: Tier 2

Activity - Utilize Data from WIDA, local and state assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Multiple meetings are planned monthly and quarterly to discuss WIDA and other state mandated testing and local assessments and how at what levels are ELL students are performing on ,  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Technology , Materials, Policy and Process, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$10000	General Fund	ELL and Instructional coaches along with school leader and team leads

Activity - Data team meetings that are designed to inform schools and parents of assessment results and student eligibility for ELL services	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents will be notified of their child's need to receive ELL services after teams have met to analysis local and state assessments. The teacher will also be a part of the discussion with the parents to discuss what can be done at home along with additional services at school.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration	Tier 2	Implement	08/16/2018	06/21/2019	\$25000	General Fund	Administration, teachers, instructional support team, instructional coach

Activity - Administrators and staff will receive technical support on how to manage and deliver services to ELL students in the RTI process.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Technical support from outside agencies and consultants will give feedback to staff to promote growth through the RTI process and offer suggestions for improvement for ELL students.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program, Materials, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$35000	Title II Part A	Consultant, teachers, instructional support team, administration team, instructional and ELL coach
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Activity - After School-RTI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will plan and implement after school RTI/MTSS class for students. The classes will center around note-taking skills, organizational skills, time-management, and planning skills for high school students.  Schools: Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$24500	Title I Part A, Section 31a	School leader, instructional coach, ELL coach, instructional staff

## Goal 9: All English learners will improve their performance in reading and mathematics annually as measured by state annual assessment or local assessment.

### Measurable Objective 1:

80% of English Learners students will demonstrate a proficiency on district's scorecard target in reading and mathematics in English Language Arts by 06/22/2018 as measured by state annual assessment or local assessment.

### Strategy 1:

Teachers will implement the instructional learning cycles as students master the CCSS and the WIDA literacy/ELA standards. - Teachers will actively participate in Instructional Learning Cycles to monitor percentage of students who are mastering the content, complete an item analysis and devise an action plan before retesting. Technical support will be given from WRESA and The Leona Group to instructional staff and administration to complete each cycle effectively and efficiently.

Category: English/Language Arts

Research Cited: State and local assessment data and MDE (ILCs) website/research

Tier: Tier 1

Activity - Teachers will develop maps and pacing guides, lesson plans focused on the ELA Standards.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Maps and pacing guides will serve as tracking documents to ensure quality and timely instruction for ALL students. They also guide lesson planning with components that support best practices and research based interventions.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Professional Learning, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	No Funding Required	Administration, school leader, instructional coach and teachers
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Activity - The district will implement a consistent and rigorous mechanism monitoring the standards and ensuring accountability for ELL performance results.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A detailed and document procedure will be recorded to ensure fidelity of monitoring standards through grade book reviews, lesson plans, walkthroughs, RTI/MTSS push in and pull out and SIOP strategies.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Professional Learning, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	ELL coaches, instructional coaches, administration and teachers

Activity - Staff will receive technical support to ensure implementation with fidelity of ILCs.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teaching staff, along administration will receive support from TLG and WRESA to sure ILCs are implemented with fidelity.  Schools: All Schools	Academic Support Program, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$125000	General Fund	School leader, instructional coach, WRESA and TLG

### Strategy 2:

Instructional staff will plan extended learning opportunities for ELL students. - Multiple programs will be planned to give attention to areas of academic weaknesses.

Research and evidence based interventions will be administered to students based on data analysis.

Category: English/Language Arts

Research Cited: MDE, WRESA, local and state assessments, Marzano's research

Tier: Tier 2

Activity - Intensive Summer School Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



## District Improvement Plan

Cesar Chavez Academy

A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$80000	Section 31a, Title I Part A	Instructional coach, ELL coach, instructional staff and administration
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Activity - Data-Driven After School Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$57000	Title I Part A, Section 31a	Instructional and ELL staff, school leader and instructional coach

Activity - ESL Literacy Classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL students will be placed in classes to support them with Language Acquisition.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$77500	Title III, General Fund	ELL and instructional coach, instructional and support staff

Activity - Highly Qualified ESL support paraprofessionals	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.  Schools: Cesar Chavez Academy Elementary, Cesar Chavez Middle School, Cesar Chavez Academy Intermediate, Cesar Chavez High School	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$222000	Title III, Title I Part A, Section 31a	School leader, instructional coach, support staff

**District Improvement Plan**

Cesar Chavez Academy

**Strategy 3:**

All teachers will use best practices to increase mastery in reading and mathematics. - Teachers will employ many techniques and strategies to increase mastery in ALL students.

Category: Mathematics

Research Cited: Marzano's research, RTI network, MDE, WRESA, articles and book studies, professional development sessions

Tier: Tier 1

Activity - All teachers will use, refer to and update word walls.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use word walls to build vocabulary. Schools: All Schools	Walkthrough, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/14/2019	\$650	General Fund	Teachers, instructional staff, instructional and ELL coach
Activity - Teachers will use graphic organizers, such as the Frayer Model to introduce content vocabulary.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use many graphic organizers to help with comprehend of content. Schools: All Schools	Implementation, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$650	General Fund	Teachers, instructional and ELL coach, administration
Activity - All classrooms will utilize close and critical reading strategies when reading content material.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive PD on close and critical reading strategies and are expected to use them in weekly classroom instruction and planning for whole group and small group. Schools: All Schools	Academic Support Program, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2017	06/22/2018	\$550	General Fund	Instructional staff, instructional coach, administration and ELL coach
Activity - Continuous planning of professional development sessions focused on quality instruction and best practices by administration.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Cesar Chavez Academy

Staff will engage in a series of PD that expounds on best practices. Schools: All Schools	Implementation, Academic Support Program, Curriculum Development, Professional Learning, Materials, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$35000	Title II Part A	School leader and instructional coach
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## Goal 10: All students will be provided pathways to College and Career Readiness.

### Measurable Objective 1:

30% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will achieve college and career readiness through experience and enrollment in AP-style courses in English Language Arts by 06/29/2018 as measured by enrollment numbers in English AP courses.

### (shared) Strategy 1:

Differentiated instruction received in AP-Style courses - Differentiated instruction received in AP Courses through direct teacher instruction in AP audit certified syllabus courses. This will be implemented by the Instructional Coach and the AP Teacher.

Category: Career and College Ready

Research Cited: Research shows that students who succeed in rigorous course work such as Advanced Placement are developing college-level knowledge and skills while still in high school. These students are more likely than their peers to earn college degrees on time, providing an opportunity to save significant amounts of money. The College Board's 10th Annual AP Report to the Nation, released today, shows that state leaders and educators are making significant progress in expanding both access to and success in AP. Over the past decade, the number of students who graduate from high school having taken rigorous AP courses has nearly doubled, and the number of low-income students taking AP has more than quadrupled. Impressively, educators' work to bring more students into Advanced Placement courses has resulted in a larger increase in the number of qualifying AP Exam scores (the scores typically required for college credit) than in the number of low AP scores.

"At the heart of the College Board's mission is a commitment to ensuring that students have access to the opportunities they have earned," said College Board President David Coleman. "While great strides have been made over the last decade to expand access to AP, we remain as committed as ever to ensuring that every student with the potential to succeed in an AP course has the opportunity to take one."

### A Decade of Increased AP Participation and Performance

Over the last decade, a broader, more diverse group of students has benefited from expanded access to Advanced Placement. In addition, more students than ever before are succeeding on AP Exams. Comparing the class of 2013 to the class of 2003 revealed the following: The class of 2013 achieved 1,000,135 more AP scores

## District Improvement Plan

Cesar Chavez Academy

of 3, 4, or 5 (the scores typically accepted by colleges for credit and placement) and had an increase of 824,368 AP scores of 1 or 2. In other words, there was a greater increase from 2003 to 2013 in the scores of 3 or higher than in the scores of 1 or 2. 33.2 percent of public high school graduates in the class of 2013 took an AP Exam, compared to 18.9 percent of graduates in the class of 2003. 20.1 percent of public high school graduates in the class of 2013 earned a 3 or higher on an AP Exam, compared to 12.2 percent of graduates in the class of 2003. Low-income graduates accounted for 27.5 percent of those who took at least one AP Exam in the class of 2013, compared to 11.4 percent in the class of 2003. A total of 275,864 low-income graduates in the class of 2013 took at least one AP Exam during high school, which is more than four times the number of low-income graduates who took an AP Exam in the class of 2003. Since 2003, there has been a 7.9 point increase in the percentage of U.S. public high school graduates scoring a 3 or higher on an AP Exam, with 17 states exceeding the national average for this percentage change. Once again, Maryland led all other states in the percentage of its public high school graduates scoring a 3 or higher on an AP Exam. Though challenges remain, progress is being made to close equity gaps in AP participation and success among underrepresented minority students. Over the past year:

- 30 states made progress in black/African American representation among AP Exam takers and those scoring 3 or higher.
- 28 states made progress in Hispanic/Latino representation among AP Exam takers and those scoring 3 or higher.

Tier: Tier 1

Activity - Taking AP Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science.  Schools: Cesar Chavez High School	Career Preparation /Orientation , Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	General Fund	Instructional coach and AP teachers
Activity - Students taking AP Exams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science taking AP Exams in May 2018(19).  Schools: Cesar Chavez High School	Evaluation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers
Activity - AP Practice Tests	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students in AP Courses will take a Pre and Post official released AP Practice Exam during the year.  Schools: Cesar Chavez High School	Implementation, Materials, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers

**Measurable Objective 2:**

30% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will achieve college and career readiness through experience and enrollment in AP-Style courses in Mathematics by 06/29/2018 as measured by enrollment numbers in math AP courses.

**(shared) Strategy 1:**

Differentiated instruction received in AP-Style courses - Differentiated instruction received in AP Courses through direct teacher instruction in AP audit certified syllabus courses. This will be implemented by the Instructional Coach and the AP Teacher.

Category: Career and College Ready

Research Cited: Research shows that students who succeed in rigorous course work such as Advanced Placement are developing college-level knowledge and skills while still in high school. These students are more likely than their peers to earn college degrees on time, providing an opportunity to save significant amounts of money. The College Board's 10th Annual AP Report to the Nation, released today, shows that state leaders and educators are making significant progress in expanding both access to and success in AP. Over the past decade, the number of students who graduate from high school having taken rigorous AP courses has nearly doubled, and the number of low-income students taking AP has more than quadrupled. Impressively, educators' work to bring more students into Advanced Placement courses has resulted in a larger increase in the number of qualifying AP Exam scores (the scores typically required for college credit) than in the number of low AP scores.

"At the heart of the College Board's mission is a commitment to ensuring that students have access to the opportunities they have earned," said College Board President David Coleman. "While great strides have been made over the last decade to expand access to AP, we remain as committed as ever to ensuring that every student with the potential to succeed in an AP course has the opportunity to take one."

**A Decade of Increased AP Participation and Performance**

Over the last decade, a broader, more diverse group of students has benefited from expanded access to Advanced Placement. In addition, more students than ever before are succeeding on AP Exams. Comparing the class of 2013 to the class of 2003 revealed the following: The class of 2013 achieved 1,000,135 more AP scores of 3, 4, or 5 (the scores typically accepted by colleges for credit and placement) and had an increase of 824,368 AP scores of 1 or 2. In other words, there was a greater increase from 2003 to 2013 in the scores of 3 or higher than in the scores of 1 or 2. 33.2 percent of public high school graduates in the class of 2013 took an AP Exam, compared to 18.9 percent of graduates in the class of 2003. 20.1 percent of public high school graduates in the class of 2013 earned a 3 or higher on an AP Exam, compared to 12.2 percent of graduates in the class of 2003. Low-income graduates accounted for 27.5 percent of those who took at least one AP Exam in the class of 2013, compared to 11.4 percent in the class of 2003. A total of 275,864 low-income graduates in the class of 2013 took at least one AP Exam during high school, which is more than four times the number of low-income graduates who took an AP Exam in the class of 2003. Since 2003, there has been a 7.9 point increase in the percentage of U.S. public high school graduates scoring a 3 or higher on an AP Exam, with 17 states exceeding the national average for this percentage change. Once again, Maryland led all other states in the percentage of its public high school graduates scoring a 3 or higher on an AP Exam. Though challenges remain, progress is being made to close equity gaps in AP participation and success among underrepresented minority students. Over the past year:

- 30 states made progress in black/African American representation among AP Exam takers and those scoring 3 or higher.
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**District Improvement Plan**

Cesar Chavez Academy

Tier: Tier 1

Activity - Taking AP Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science. Schools: Cesar Chavez High School	Career Preparation /Orientation , Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	General Fund	Instructional coach and AP teachers
Activity - Students taking AP Exams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science taking AP Exams in May 2018(19). Schools: Cesar Chavez High School	Evaluation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers
Activity - AP Practice Tests	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students in AP Courses will take a Pre and Post official released AP Practice Exam during the year. Schools: Cesar Chavez High School	Implementation, Materials, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers

**Measurable Objective 3:**

30% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will achieve college and career readiness through experience and enrollment in AP-style courses in Social Studies by 06/29/2018 as measured by enrollment numbers in social studies AP courses.

**(shared) Strategy 1:**

Differentiated instruction received in AP-Style courses - Differentiated instruction received in AP Courses through direct teacher instruction in AP audit certified syllabus courses. This will be implemented by the Instructional Coach and the AP Teacher.

Category: Career and College Ready

Research Cited: Research shows that students who succeed in rigorous course work such as Advanced Placement are developing college-level knowledge and skills while still in high school. These students are more likely than their peers to earn college degrees on time, providing an opportunity to save significant amounts of money. The College Board's 10th Annual AP Report to the Nation, released today, shows that state leaders and educators are making significant progress in expanding both access to and success in AP. Over the past decade, the number of students who graduate from high school having taken rigorous AP courses has nearly doubled,

## District Improvement Plan

Cesar Chavez Academy

and the number of low-income students taking AP has more than quadrupled. Impressively, educators' work to bring more students into Advanced Placement courses has resulted in a larger increase in the number of qualifying AP Exam scores (the scores typically required for college credit) than in the number of low AP scores. "At the heart of the College Board's mission is a commitment to ensuring that students have access to the opportunities they have earned," said College Board President David Coleman. "While great strides have been made over the last decade to expand access to AP, we remain as committed as ever to ensuring that every student with the potential to succeed in an AP course has the opportunity to take one."

### A Decade of Increased AP Participation and Performance

Over the last decade, a broader, more diverse group of students has benefited from expanded access to Advanced Placement. In addition, more students than ever before are succeeding on AP Exams. Comparing the class of 2013 to the class of 2003 revealed the following: The class of 2013 achieved 1,000,135 more AP scores of 3, 4, or 5 (the scores typically accepted by colleges for credit and placement) and had an increase of 824,368 AP scores of 1 or 2. In other words, there was a greater increase from 2003 to 2013 in the scores of 3 or higher than in the scores of 1 or 2. 33.2 percent of public high school graduates in the class of 2013 took an AP Exam, compared to 18.9 percent of graduates in the class of 2003. 20.1 percent of public high school graduates in the class of 2013 earned a 3 or higher on an AP Exam, compared to 12.2 percent of graduates in the class of 2003. Low-income graduates accounted for 27.5 percent of those who took at least one AP Exam in the class of 2013, compared to 11.4 percent in the class of 2003. A total of 275,864 low-income graduates in the class of 2013 took at least one AP Exam during high school, which is more than four times the number of low-income graduates who took an AP Exam in the class of 2003. Since 2003, there has been a 7.9 point increase in the percentage of U.S. public high school graduates scoring a 3 or higher on an AP Exam, with 17 states exceeding the national average for this percentage change. Once again, Maryland led all other states in the percentage of its public high school graduates scoring a 3 or higher on an AP Exam. Though challenges remain, progress is being made to close equity gaps in AP participation and success among underrepresented minority students. Over the past year:

- 30 states made progress in black/African American representation among AP Exam takers and those scoring 3 or higher.
- 28 states made progress in Hispanic/Latino representation among AP Exam takers and those scoring 3 or higher.

Tier: Tier 1

Activity - Taking AP Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science.  Schools: Cesar Chavez High School	Career Preparation /Orientation , Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	General Fund	Instructional coach and AP teachers
Activity - Students taking AP Exams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science taking AP Exams in May 2018(19). Schools: Cesar Chavez High School	Evaluation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers
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Activity - AP Practice Tests	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students in AP Courses will take a Pre and Post official released AP Practice Exam during the year. Schools: Cesar Chavez High School	Implementation, Materials, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers

### Measurable Objective 4:

30% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will achieve college and career readiness through experience and enrollment in AP-style courses in Science by 06/29/2018 as measured by enrollment numbers in science AP courses.

### (shared) Strategy 1:

Differentiated instruction received in AP-Style courses - Differentiated instruction received in AP Courses through direct teacher instruction in AP audit certified syllabus courses. This will be implemented by the Instructional Coach and the AP Teacher.

Category: Career and College Ready

Research Cited: Research shows that students who succeed in rigorous course work such as Advanced Placement are developing college-level knowledge and skills while still in high school. These students are more likely than their peers to earn college degrees on time, providing an opportunity to save significant amounts of money. The College Board's 10th Annual AP Report to the Nation, released today, shows that state leaders and educators are making significant progress in expanding both access to and success in AP. Over the past decade, the number of students who graduate from high school having taken rigorous AP courses has nearly doubled, and the number of low-income students taking AP has more than quadrupled. Impressively, educators' work to bring more students into Advanced Placement courses has resulted in a larger increase in the number of qualifying AP Exam scores (the scores typically required for college credit) than in the number of low AP scores.

"At the heart of the College Board's mission is a commitment to ensuring that students have access to the opportunities they have earned," said College Board President David Coleman. "While great strides have been made over the last decade to expand access to AP, we remain as committed as ever to ensuring that every student with the potential to succeed in an AP course has the opportunity to take one."

### A Decade of Increased AP Participation and Performance

Over the last decade, a broader, more diverse group of students has benefited from expanded access to Advanced Placement. In addition, more students than ever before are succeeding on AP Exams. Comparing the class of 2013 to the class of 2003 revealed the following: The class of 2013 achieved 1,000,135 more AP scores of 3, 4, or 5 (the scores typically accepted by colleges for credit and placement) and had an increase of 824,368 AP scores of 1 or 2. In other words, there was a greater increase from 2003 to 2013 in the scores of 3 or higher than in the scores of 1 or 2. 33.2 percent of public high school graduates in the class of 2013 took an AP Exam, compared to 18.9 percent of graduates in the class of 2003. 20.1 percent of public high school graduates in the class of 2013 earned a 3 or higher on an AP



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Exam, compared to 12.2 percent of graduates in the class of 2003. Low-income graduates accounted for 27.5 percent of those who took at least one AP Exam in the class of 2013, compared to 11.4 percent in the class of 2003. A total of 275,864 low-income graduates in the class of 2013 took at least one AP Exam during high school, which is more than four times the number of low-income graduates who took an AP Exam in the class of 2003. Since 2003, there has been a 7.9 point increase in the percentage of U.S. public high school graduates scoring a 3 or higher on an AP Exam, with 17 states exceeding the national average for this percentage change. Once again, Maryland led all other states in the percentage of its public high school graduates scoring a 3 or higher on an AP Exam. Though challenges remain, progress is being made to close equity gaps in AP participation and success among underrepresented minority students. Over the past year:

- 30 states made progress in black/African American representation among AP Exam takers and those scoring 3 or higher.
- 28 states made progress in Hispanic/Latino representation among AP Exam takers and those scoring 3 or higher.

Tier: Tier 1

Activity - Taking AP Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science.  Schools: Cesar Chavez High School	Career Preparation /Orientation , Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	General Fund	Instructional coach and AP teachers
Activity - Students taking AP Exams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science taking AP Exams in May 2018(19).  Schools: Cesar Chavez High School	Evaluation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers
Activity - AP Practice Tests	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students in AP Courses will take a Pre and Post official released AP Practice Exam during the year.  Schools: Cesar Chavez High School	Implementation, Materials, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional coach and AP teachers

**Measurable Objective 5:**

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10% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will collaborate to enroll in the Robotics Program and compete at the state level in Career & Technical by 06/29/2018 as measured by the completion of a robotics project.

### Strategy 1:

FIRST Robotics - Students will work together with the help of Teacher coaches and GM Engineer Mentors to create a Robotics team that will compete in the FIRST Robotics Competitions.

Category: Career and College Ready

Research Cited: "THE EFFECT OF THE FIRST ROBOTICS COMPETITION ON HIGH SCHOOL STUDENTS' ATTITUDES TOWARD SCIENCE"

by: Anita G. Lundy, University of Kansas

Accessed: [http://first.wpi.edu/Images/CMS/First/2007CON\\_Students\\_Attitudes\\_Toward\\_Science\\_Lundy.pdf](http://first.wpi.edu/Images/CMS/First/2007CON_Students_Attitudes_Toward_Science_Lundy.pdf)

Her References:

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*Science Education*, 60(2): 147-172.

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*School Science and Mathematics*, 71(3): 229-232.

Mueller, D.J. (1986). *Measuring social attitudes*. New York: Teachers College Press, Columbia University.

Tier: Tier 1

Activity - Marketing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students will work together with the help of Teacher coaches and GM Engineer Mentors to create the marketing profile of the school's team (4680). The plans will be implemented by the students with mentor direction which will include website design, t-shirt design, social media presence, documentation of process, and actual scouting of other robotics teams during district, state, and world championships.  Schools: Cesar Chavez High School	Technology , Field Trip, Career Preparation /Orientation , Community Engagem ent, Extra Curricular	Tier 1	Implement	01/02/2018	05/11/2018	\$5000	Other	Instructional staff
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Activity - Robotics Build Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will work together with the help of Teacher coaches and GM Engineer Mentors to build the robot for the school's team (4680). The plans will be implemented by the students with mentor direction which will include chassing, manipulator, drive team, and electrical for the purposes of competing during district, state, and world championships.  Schools: Cesar Chavez High School	Supplemental Materials, Field Trip, Career Preparation /Orientation , Extra Curricular	Tier 1	Implement	01/01/2019	05/06/2019	\$5000	Other	Instructional staff

### Measurable Objective 6:

80% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will achieve college and career readiness through attending after school programs and activities in Career & Technical by 06/29/2018 as measured by attendance in one or more after school program.

### Strategy 1:

After School Activities - The more students engage with after school activities because participation in after-school programs has been shown to increase cognitive, behavioral, and emotional engagement. This strategy will be implemented by offering many options for students to engage their community through enhancing academic skills, technical skills, athletic skills, and fostering cultural understanding.

Category: Career and College Ready

Research Cited: Anderson-Butcher, D., Newsome, W. S., & Ferrari, T. M. (2003). Participation in Boys and Girls Clubs and relationships to youth outcomes. *Journal of Community Psychology*, 31(1), 39–55.

Eccles, J., & Gootman, J. A. (Eds.). (2002). *Community programs to promote youth development*. Washington, DC: National Academies Press.

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Herrera, C., & Arbreton, A. J. A. (2003). *Increasing opportunities for older youth in after-school programs: A report on the experiences of Boys & Girls Clubs in Boston and New York City*. Philadelphia: Public/Private Ventures.

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Kirby, D. (2001). Emerging answers: Research findings on programs to reduce teen pregnancy. Washington, DC: National Campaign to Prevent Teen Pregnancy.

Lauver, S. C. (2002). Assessing the benefits of an after-school program for urban youth: An impact and process evaluation. Unpublished doctoral dissertation, University of Pennsylvania, Philadelphia.

McLaughlin, M. (2000). Community counts: How youth organizations matter for youth development. Washington, DC: Public Education Network.

Reisner, E. R., Russell, C., Welsh, M., Birmingham, J., & White, R. (2002). Supporting quality and scale in after-school services to urban youth: Evaluation of program implementation and student engagement in the TASC After-School Program's third year. Washington, DC: Policy Studies Associates.

Sawhill, I. V., & Kane, A. (2003). Preventing early childbearing. In I. V. Sawhill (Ed.), One percent for the kids: New policies, brighter futures for America's children. Washington, DC: Brookings Institution.

Walker, K. E., & Arbreton, A. J. A. (2001). Working together to build Beacon Centers in San Francisco: Evaluation findings from 1998–2000. Philadelphia: Public/Private Ventures.

Warren, C. (with Feist, M., & Nevarez, N.). (2002). A place to grow: Evaluation of the New York City Beacons. Final report. New York: Academy for Educational Development

Tier: Tier 1

Activity - Trade School Activities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
An instructor will take students to different trade schools through monthly field trips. Schools: Cesar Chavez High School	Field Trip, Career Preparation /Orientation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	No Funding Required	Instructional staff
Activity - Sports	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will engage in after school athletic MHSAA sports: Wrestling, Soccer, Basketball, Volley Ball, Football, Cross Country, and Cheerleading. Schools: Cesar Chavez High School	Extra Curricular	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	General Fund	Athletic director and coaches
Activity - Club Cultural Learning Upon Experience (CLUE)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will engage multiple cultures through field trips. Schools: Cesar Chavez High School	Community Engagement, Extra Curricular	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	General Fund	Instructional staff

## Goal 11: All homeless students will engage in all Title 1A Services to increase support in order to achieve academically and behaviorally.

### Measurable Objective 1:

80% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult, Ungraded and All grade Black or African-American, Asian, Bottom 25%, Bottom 30%, White, Economically Disadvantaged, Free/Reduced Lunch, Gifted and Talented, Hispanic or Latino, Improvement from 10th to 12th Grade, Improvement from 8th to 10th Grade, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and Top 75% students will demonstrate a proficiency on all formative and quarterly summative assessments, statewide and local test such as NWEA, MSTEP, and SAT in Reading by 06/30/2017 as measured by DRA running records, attendance data, classwork, MSTEP, RTI data, NWEA and PBIS data.

### Strategy 1:

Mc-Kinney Veto Liaison - McKinney-Vento students will be monitored closely and receive additional support through grants to ensure they are provided assistance. The Liaison will familiarize themselves with the laws, compliance and resources available to aid our homeless population.

Category: Learning Support Systems

Research Cited: MDE

Tier: Tier 1

Activity - Professional Development/Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School personnel such as the parent liaison and social worker who serve as the MV Liaison will participate in regular professional learning sessions.  Schools: All Schools	Academic Support Program, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	Title II Part A	School Leader, MV Liaison

Activity - Timely Assistance for Homeless students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school and liaison must ensure the time and capacity of the liaison to perform required duties. In addition, to ensure unaccompanied Homeless Youth are immediately enrolled and informed of independent status FAFSA, as well as providing verification of that status.  Schools: All Schools	Academic Support Program, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	Section 31a	School leader and MV Liaison

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Attendance/Truancy Coordinator	Stipend provided to attendance coordinator for keeping track of attendance and contacting families of truant students	Parent Involvement, Academic Support Program	Tier 3	Implement	08/16/2018	06/21/2019	\$35000	Administration, Community Liaison
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$125000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Use of STEM/STEAM kits	Students will be prepared for the NGSS when applying knowledge through rigorous hands on and inquiry based activities that teachers have been trained on through both on site and off site professional learning communities.	Implementation, Academic Support Program, Curriculum Development, Professional Learning, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$150000	Instructional coach, School leader and teachers

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Consistent Administration of Eagle Expectations and Eagle Dollars	Providing multiple reminders of the PBIS program expectations throughout the school with daily announcements, bulletin boards, points/Eagle Dollars system to support high standards of teaching, learning, and behavior. Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.	Behavioral Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff, support staff
Timely Assistance for Homeless students	The school and liaison must ensure the time and capacity of the liaison to perform required duties. In addition, to ensure unaccompanied Homeless Youth are immediately enrolled and informed of independent status FAFSA, as well as providing verification of that status.	Academic Support Program, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader and MV Liaison
Intervention Materials	Resource materials to assist academic support staff in implementing engaging and motivating interventions in phonemic awareness, phonics, comprehension, vocabulary, fluency. These will include: Reading games, manipulatives, leveled readers and various leveled materials, Audio books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$3000	Administration, instructional coach, support staff
Incentives to address (Chronic Absentism)	Incentives will be chosen in order to reduce the chronically absent students in our district which is increasing at high percentages.	Parent Involvement, Getting Ready, Community Engagement, Materials, Other - Monetary Incentives, field trips, uniforms, etc	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$12000	School leader, truancy officer, social worker and selected staff

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Hire or retain additional support staff	The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$230000	The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.
Use of Security Cameras/System	Security systems will be used to increased security for all stakeholders.	Materials, Other - Cameras, Technology, Wiring	Tier 1	Implement	08/16/2018	06/21/2019	\$250000	School Leader
Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$126500	School leader, instructional coaches and teachers.



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Summer School	Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$15000	School leader, instructional coach, instructional staff, support staff
Informational text/literature aligned to support science	Informational Text/literature that supports the integration of literacy across content areas	Academic Support Program, Curriculum Development, Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Purchase resources to support RtI / DI	Teachers will be provided with materials and supplies to support SLOP, RtI, DI and other best practices. For example, visual aides graphic organizers, grade leveled books, maps and social studies manipulative (For example: videos and writing journals) that support the best practices and enhance instruction.	Academic Support Program, Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$72500	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing resources that support best practices.

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Differentiating Lessons	Teachers will provide all students with differentiated instruction within all Science classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use of small groups and/or one-to-one individualized instruction.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3428	All Science Staff, including Teachers, Support Staff and Instructional Coach.
Hire or retain additional support staff	The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$150456	The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.
Center Based Instruction to Address Weaknesses Activity T	Teachers will plan to use more centers to teach science with literature, games and experiments to teach the curriculum.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Leader and coach

## District Improvement Plan

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Hire or retain additional support staff	The district will hire or retain additional staff (Title I teachers, Math specialists, and reading specialists) to increase student achievement among the cadre of students placed in tiers II and III and during extended learning opportunities. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students progress will be monitored in the Rtl process.	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$396935	School leaders are responsible for hiring staff.
School Improvement Coach	The school improvement coach will provide assistance to the academy's School Improvement Team in planning, implementing, monitoring and evaluating school improvement strategies in order to ensure fidelity and effectiveness, including the coordination and implementation of federal, state, and local resources and programs. The coach will promote a knowledge base of effective strategies, assist in on-site professional learning, and participate in on-going and extensive professional development.	Curriculum Development, Professional Learning, Teacher Collaboration, Policy and Process	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	School Improvement Coach
Testive ACT/SAT Online Test Preparation Tool	Purchase supplemental Testive Online Program	Supplemental Materials, Technology, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	School Leader, Instructional Coach, English Language Arts Teacher, Math Teachers
High Interest Informational Text	Informational text will be used more in the classroom to teach reading for meaning and introduce students to scientific content. Tradebooks related to the science curriculum, National Geographic for kids (magazine and online), Discovery Education online and United Streaming will all be used to supplement the Science Curriculum.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1200	School leader, instructional coach, instructional staff, support staff
After School-RTI	Teachers will plan and implement after school RTI/MTSS class for students. The classes will center around note-taking skills, organizational skills, time-management, and planning skills for high school students.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$11000	School leader, instructional coach, ELL coach, instructional staff

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Anti-bullying	CCA will provide an age-appropriate, evidence-based violence prevention and education program for students, which addresses the legal, personal and social consequences of violence and disruptive behaviors, including bullying and harassment. This includes activities designed to help students develop a sense of individual responsibility and respect for the rights of others, and to resolve conflicts without violence.	Behavioral Support Program	Tier 1	Implement	08/15/2018	06/21/2019	\$70000	School leader
Software & Applications Targeting Reading Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$8000	Instructional Coach, General Staff, and Paraprofessionals
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Evaluate	08/15/2018	06/21/2019	\$18000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$125000	School leader, instructional coach, support staff
Summer School	4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$15000	School leader, instructional coach, support staff and instructional staff

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Data-Driven After School Tutoring	After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$22000	Instructional and ELL staff, school leader and instructional coach
Summer School	Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$127874	School leader, instructional coach, instructional staff, support staff
Staff to Support Secure Learning Environment	CCA will hire and retain staff who will promote a safe and secure learning environment including security, dean of students, PBIS coordinator, etc.	Behavioral Support Program, Other - Security and Safety	Tier 1	Monitor	08/16/2018	06/21/2019	\$90000	School leaders
Counseling and Support	Use of social workers to enable us to positively address concerns in the lives of students and families in effort to improve the academic behaviors exhibited by students and to align families with resources in the community to foster positive home life experiences.	Behavioral Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$250000	School leader, instructional coach, support staff and instructional staff
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$129000	School leader, instructional coach, instructional staff, support staff

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Training staff in use of online programs and applications	Beginning stages of training staff on basic knowledge and use of online technology	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$8000	School leader, instructional coach, instructional staff, support staff
Summer School	Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions in mathematics. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 1	Monitor	06/25/2018	08/17/2018	\$29000	All teachers; instructional support staff; instructional coach; school leader
Summer School	Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions in mathematics. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 1	Monitor	06/25/2018	08/17/2018	\$135000	All teachers; instructional support staff; instructional coach; school leader
Software & Applications Targeting Math Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Technology	Tier 2	Monitor	08/15/2018	06/21/2019	\$8000	Instructional Coach, General Staff, and Paraprofessionals
Academic and Behavior Interventions	Students will be identified by performance and LEADS data and teacher recommendations for academic or behavior interventions to be delivered by Title I and other support staff. Students will receive appropriate instruction and support through interventions to help meet personal, social, and academic goals.	Academic Support Program, Behavioral Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$390000	School leader, instructional coach, support staff and instructional staff

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Cesar Chavez Academy

ESL Reading Smart Computer Based program	The ESL classroom will utilize the ESL Reading Smart Program a minimum of one time per week to practice language acquisition skills.	Supplemental Materials, Technology	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$5000	ESL teacher, ESL lead, principal, Instructional Coach
Instructional Learning Cycles	Teachers will engage in Instructional learning cycles as part of professional learning and to engage in analyzing data to drive instruction and incorporating best practices. An ILC coach will support with facilitating and data analysis.	Academic Support Program, Curriculum Development, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	Math coach, instructional coach, teachers, support staff and school leader
Hire Staff to Support Secure Campus Environment	All Schools will utilize 31A funding to promote a safe and secure environment.	Policy and Process	Tier 1		08/15/2018	06/21/2019	\$21500	School leader
Instructional Learning Cycles	Teachers will engage in Instructional learning cycles as part of professional learning and to engage in analyzing data to drive instruction and incorporating best practices. An ILC coach will support with facilitating and data analysis.	Academic Support Program, Curriculum Development, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	Math coach, instructional coach, teachers, support staff and school leader
Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$35000	School leader, instructional coaches and teachers.
After School Study Skills	Identify students that are at risk in language arts for after school support on targeted skills.	Academic Support Program	Tier 3	Monitor	08/16/2017	06/22/2018	\$5500	School leader, coach, teachers and highly qualified aides

## District Improvement Plan

Cesar Chavez Academy

Develop a strategic plan	The district will develop a strategic plan to work with outside agencies that have developed programs to enhance students knowledge of science. For example, AWIM, STEM and MSU gaming program. The district will also utilize programs offered by Saginaw Valley State University.	Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$8000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these programs.
Hire additional Academic Support staff	The district will hire or retain additional staff (Title I teachers, Math and Reading specialists, academic support staff) and ELL certified lead teachers to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual needs of each student. The students progress will be monitored through the RtI process.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$906935	School leaders are responsible for hiring staff.
Summer School	4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$129000	School leader, instructional coach, support staff and instructional staff



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ELA Coach	An ELA coach will be contracted to provide job-embedded professional development to teachers in best practices for ELA instruction. This will be done through the use of instructional learning cycles. The ELA coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies. ELA coach will observe instruction in the classroom to guide the processes and provide feedback to impact student learning.	Evaluation, Curriculum Development, Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$8500	District coordinator for student learning, school leaders, instructional coaches, instructional staff, and ELA coach
Science Experiment and Supplemental Science Materials	Students will witness and partake in the inquiry process by completing various science projects that will enhance their understanding. Materials may be purchased to support experiments aligned to Michigan Science Standards. There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction. Purchase science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$8500	School leader, instructional coach, support staff and instructional staff
Purchase additional resources	Teachers will be provided with materials and supplies to support the best practices. For example, visual aides graphic organizers, grade leveled books, math and science manipulative (For example: legos , science kits and writing journals) that support the best practices and enhance instruction.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	The school leader is responsible for the purchase of additional materials.
At Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$200000	Instructional coach, instruction staff, and support staff
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$40000	School leader, instructional coach, instructional staff.

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Summer School Program Administrator	Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$8500	Administrative team, Summer School program administrator
Reading Interventions	The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.	Academic Support Program	Tier 3	Evaluate	08/15/2018	06/21/2019	\$8500	The School Leader, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff
Materials for STEM/STEAM projects	In order to support science initiatives, the district and teachers will need to purchase additional materials to ensure the students are receiving education on NGSS and to support STEM and STEAM initiatives in our district.	Implementation, Academic Support Program, Curriculum Development, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	School leader, teachers and instructional coaches
Intensive Summer School Program	A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.	Academic Support Program, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$65000	Instructional coach, ELL coach, instructional staff and administration
Use of Leveled Readers to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that interfere with their mastery of informational text.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$2525	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Math Centers and Hands on Materials	Students will engage in learning activities that address their areas of weaknesses with manipulatives, technology, games, peer tutoring, etc.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, instructional staff
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### Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Sheltered Instruction Observation Protocol (SIOP)	Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$135000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, instruction coaches, ELL coaches
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$98000	School leader, instructional coach, instructional staff

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Cesar Chavez Academy

Utilize Data Coach	The data coach has a multitude of responsibilities that mostly include working with the instructional coach to monitor student growth, gathering data to measure student's success, giving feedback on instruction and best practices. He/she works closely with instructional and support staff to analyze data, provide assistance, and uphold the SIP goals and activities. The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$20000	School leader, instructional coach, data coach
Off Campus Experiences/Field Trips	Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery. Students will have a hands on experience to state standards by participating in field trips.	Field Trip	Tier 1	Monitor	08/15/2018	06/21/2019	\$3500	School leader, instructional coach, support staff and instructional staff
More Focus and Emphasis on History, Timelines and Biographies	Students will learn more about the impact history had on their lives today by learning about individuals and events through graphs, maps, text features, timelines, etc to increase comprehension of science and social studies (informational text).	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, support staff and instructional staff
After School Events	After school events such as literacy night, math night, and science night that will engage families will instructional activities and strategies that can be done at home. Students will be able to take home manipulative materials, books, and learning games to bridge the home/school connection.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$1500	administrative team, teachers, support staff

## District Improvement Plan

Cesar Chavez Academy

Purchase additional resources	Teachers will be provided with materials and supplies to support the best practices. For example, visual aids graphic organizers, grade leveled books, books on tape,head phones, Kindles and writing journals and materials for writers workshop, idiom of the day cards, interactive smart board games, CCSS flip charts to enhance instruction in reading and writing, online resources and applications.	Supplemental Materials	Tier 1	Implement	08/16/2018	06/21/2019	\$18000	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for researching, recommending and the purchase of additional resource materials.
Professional Development	Teachers will be provided with ongoing professional development on the technology resources purchased in the district.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	The districts administrative team(school leaders, instructional coaches, ELL coach, district curriculum and RVP) are responsible for facilitating professional development workshops
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement	Tier 2	Implement	08/16/2018	06/21/2019	\$28940	School leader, instructional coach, consultant, and teachers.

**District Improvement Plan**

Cesar Chavez Academy

Utilize Software Licenses to Engage Learners	Students will use learning atoz.com, Discovery Education, United Streaming, Moby Max, Starfall, Raz kids, Reading A-Z, Lexia, BrainPop, Interactive White board games (lakeshore) and a variety of iPads applications to enhance whole group as well as independent learning. ESL learning software: BrainPop; to reinforce language acquisition, visual learning and enhance instruction	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$5200	School leader, coach, teachers and support staff
Software and iPad Applications	Students will make connections to real life when using BrainPop, discovery learning, iPads to reinforce what has been taught in the classroom and utilize technology for reports and projects	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administrative team, instructional coach, teachers
Close and Critical Reading and Writing Strategies	Staff throughout the district will incorporate the close and critical reading and writing strategies aligned to the CCSS (Common Core State Standards).	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$4000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

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Hire or retain additional support staff	The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$75000	The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.
Computer Applications	Students will use computer software programs (IXL, Study Island, My Math online) to practice computational skills (including programs for EL students) on a weekly basis.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$7400	Classroom teachers, instructional support staff, instructional coach
Data Analysis	Instructional coaches, District ELL coaches and District Coordinator for Student Learning will analyze building level data by grade and content to assist in planning instruction	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The district administrative team

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Cesar Chavez Academy

Utilize Data Coach	The data coach has a multitude of responsibilities that mostly include working with the instructional coach to monitor student growth, gathering data to measure student's success, giving feedback on instruction and best practices. He/she works closely with instructional and support staff to analyze data, provide assistance, and uphold the SIP goals and activities. The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	School leader, instructional coach, data coach
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, instructional staff, support staff
Data Use for Lesson Delivery from Site Licenses	Reports from IXL, ABC Mouse, StudyIsland, NWEA, Learningtoz.com are generated to discuss during various meetings with the instructional coach and leader to drive revisions and planning of lesson delivery.	Supplemental Materials, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	Instructional staff, instructional coaches, school leaders, and support staff
Purchase Progress Monitoring Tools	The district administrative team will purchase progress monitoring tools such as Read 180, Study Island, Moby Max, NWEA to monitor student growth and acquisition of the CCSS in order to meet the needs of all students, particularly those performing below grade level.	Academic Support Program, Technology, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) are responsible for purchasing the tools needed for the MTSS programs.



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Math Interventionist	Hire an additional math interventionist for the priority school using district and building set-aside	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$60000	School Leader
Hire additional Academic Support staff	The district will hire or retain additional staff (Title I teachers, Math and Reading specialists, academic support staff) and ELL certified lead teachers to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual needs of each student. The students progress will be monitored through the RtI process.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$823389	School leaders are responsible for hiring staff.
Data-Driven After School Tutoring	After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$35000	Instructional and ELL staff, school leader and instructional coach
Progress Monitoring Tools	The district administrative team will purchase progress monitoring tools such as Read 180, DIBELS, Study Island, Scantron , Fast math, AIMS web, Read naturally and Phonics First.	Academic Support Program, Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing progress monitoring tools.

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Purchase resources to support Rtl / DI	Teachers will be provided with materials and supplies to support SIOP, Rtl, DI and other best practices. For example, visual aides graphic organizers, grade leveled books, maps and social studies manipulative (For example: videos and writing journals) that support the best practices and enhance instruction.	Academic Support Program, Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing resources that support best practices.
Utilize Instructional Coaches	The district will utilize the instructional coach in each building in order to provide academic support, resources, and professional feedback to teachers in order to improve teaching and learning in each classroom. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$340000	School leader, district coordinator for student learning, instructional coaches
Utilize Technology/Hardware in the Classroom	Students will use iPads, laptops, desktops, NEOS, audio players, and other hardware to increase mastery and work at their ability level to address the gap in achievement.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	School leader, coach, teachers and support staff
Informational text/ literature aligned to MC3 Curriculum	Students will utilize a variety of grade level appropriate informational text to support learning, such as trade books and student magazines	Curriculum Development	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administrative, instructional coach, teachers

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Cesar Chavez Academy

Bilingual paraprofessional support	Bilingual paraprofessionals will assist students' learning by providing scaffolding supports to learning in the classroom.	Academic Support Program	Tier 1	Implement	08/16/2018	06/21/2019	\$100000	Principal
Distribute Literature to Inform Parents on ELA Strategies	Title funds will be utilized to offer learning materials to families to inform on Common Core expectations and how to work with their children at home.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$1500	School leader, instructional coach and instructional support staff
Title I Teachers-Data Driven Targeted Interventions	Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans ,Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$180000	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers
At Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$100000	Instructional coach, instruction staff, and support staff
Data Analysis of Curriculum	District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.	Curriculum Development, Technology , Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$90000	District Coordinator of student learning and achievement, the school instructional coaches and school leaders are responsible for analyzing data.

**District Improvement Plan**

Cesar Chavez Academy

Bi-Weekly Curriculum Briefing for ELA	Bi-weekly meetings will be held by parent liaison and staff to connect with families to increase participation and encourage families to become more aware of the expectations for learning. Refreshments and literature will be provided for families and children during these activities as well.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$2150	Coach, leader and staff
Hire or retain additional support staff	The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$150000	The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.

**District Improvement Plan**

Cesar Chavez Academy

Monitor Strategy	The district coordinator for student learning, instructional coaches and schools leaders will analyze data monthly to determine the effectiveness of the strategy. Administration will purchase a data warehouse application in order to monitor the implementation, gather data for professional development and track progress of students.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$30000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.
Purchase additional resources to support RtI / DI	The district will purchase computer software to support technology resources. For example, curriculum crafter to support DI, Solo 6 and Study Island to support low level readers and Fast Math to support basic skills needed in math.	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$87500	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for researching, recommending and the purchase of additional resource materials.

## District Improvement Plan

Cesar Chavez Academy

Student Engagement	Teachers will receive professional development on engagement strategies which will be incorporated into their lesson plans and delivery. Classroom participation and mastery will increase from increased levels of engagement.	Supplemental Materials, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$25000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$51000	School leader, instructional coaches and teachers.
Professional Development- Rigor and Cognitive Demand	Teachers will participate in professional development to support rigor and cognitive demand	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	administrative team
Summer School Program Administrator	Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$3000	Administrative team, Summer School program administrator
Data Coach	The Data Coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	School leader, data coach
Use of Leveled Reader to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional staff and coach
ELL Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in Reading and Writing. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$2500	School leaders, instructional coach, instructional staff.

## District Improvement Plan

Cesar Chavez Academy

Planning Close & Critical Reading Strategies	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$2500	All English Language Arts Instructors
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Evaluate	08/15/2018	06/21/2019	\$65000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Professional Development for Teacher Evaluation Platform	The administrative team will require professional development on the teacher/administration framework and the data collection tool.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Administrative Team
Professional Development on DI	Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, formative assessment).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$1000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP)and teachers are responsible for monitoring and implementing this strategy.
After School-RTI	Teachers will plan and implement after school RTI/MTSS class for students. The classes will center around note-taking skills, organizational skills, time-management, and planning skills for high school students.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$13500	School leader, instructional coach, ELL coach, instructional staff

## District Improvement Plan

Cesar Chavez Academy

Teacher Evaluation Platform	A framework for evaluating teachers and administrators will be selected. This framework will meet the requirements as dictated by the Michigan Department of Education. The framework will necessitate the acquisition of a data collection tool that works with the framework.	Evaluation, Policy and Process	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	School leaders, instructional coaches, district coordinator for student learning
Hire or retain additional support staff	The district will hire or retain additional staff (Title I teachers, Math specialists, and reading specialists) to increase student achievement among the cadre of students placed in tiers II and III and during extended learning opportunities. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students progress will be monitored in the Rtl process.	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$333889	School leaders are responsible for hiring staff.
Informational Text & Leveled Readers	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$6500	Instructional staff, instructional coaches, school leaders, and support staff
Assistance from Agencies to Present to Families	Administration with research, collaborate and employ agencies and presenters to work with parents and families to increase participation with academics.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$3500	School leader, instructional coach, contractual services and staff
Curriculum Alignment Professional Development	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example-MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$4000	The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement)



**District Improvement Plan**

Cesar Chavez Academy

<p>Parent Meetings</p>	<p>The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of uselearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.</p>	<p>Parent Involvement</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$2000</p>	<p>School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff</p>
<p>Data Analysis of Curriculum</p>	<p>District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.</p>	<p>Curriculum Development, Technology, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$30000</p>	<p>District Coordinator of student learning and achievement, the school instructional coaches and school leaders are responsible for analyzing data.</p>

**District Improvement Plan**

Cesar Chavez Academy

Parent Literacy Resources	Materials and supplies pertaining to the core subject areas will be purchased to support the parent workshops.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$25000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) are responsible for researching, recommending and the purchase of additional resource materials.
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions.	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$15000	School leader, instructional coach, support staff and instructional staff
Anti-bullying	CCA will provide an age-appropriate, evidence-based violence prevention and education program for students, which addresses the legal, personal and social consequences of violence and disruptive behaviors, including bullying and harassment. This includes activities designed to help students develop a sense of individual responsibility and respect for the rights of others, and to resolve conflicts without violence.	Behavioral Support Program	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader

## District Improvement Plan

Cesar Chavez Academy

Monitor Strategy	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies using common walk through tools.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$240000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies on a daily basis.
Graphic Organizers	Students and teachers will use graphic organizers when modeling and displaying mastery. These graphic organizers will be used weekly.	Direct Instruction	Tier 1		08/16/2018	06/21/2019	\$1000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in mathematics. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Implementation, Academic Support Program	Tier 2	Implement	06/25/2018	08/17/2018	\$47700	School leader, instructional coach, instructional staff
Home Visits	Stipends for teachers who conduct home visits for students who are at-risk (chronologically absent).	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$2000	administration, community liaison, teachers, support staff, instructional support

## District Improvement Plan

Cesar Chavez Academy

Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	School leader, instructional coach, support staff and instructional staff
Science A-Z	Science A-Z web-based program to support with informational text and inquiry based science experiments.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, support staff and instructional staff
Science Experiment and Supplemental Science Materials	Students will witness and partake in the inquiry process by completing various science projects that will enhance their understanding. Materials may be purchased to support experiments aligned to Michigan Science Standards. There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction. Purchase science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$14000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.

## District Improvement Plan

Cesar Chavez Academy

Reading Interventions	The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.	Academic Support Program	Tier 3	Evaluate	08/15/2018	06/21/2019	\$40000	The School Leader, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$52000	School leader, instructional coach, support staff
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process	Academic Support Program	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	Instructional staff, instructional coaches, school leaders, and support staff
Monitoring Best Practice Reading & Writing Instruction	Instructional staff will be monitored by the coach and leader when viewing instruction firsthand by conducting walk-through weekly and teachers will receive a copy. Instructional Coach will provide teachers with specific support and feedback based on classroom observations.	Walkthrough, Monitor	Tier 1	Monitor	08/16/2017	06/22/2018	\$68393	Instructional coach and school leader
Instructional Coach	The academy will provide an instructional coach to work with teachers on improving classroom instruction, data analysis, and progress monitoring. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	Instructional Coach, School Leader, District Coordinator for Student Learning
Kinder Summer Institute	Students exiting preschool and commencing to Kindergarten will engage in daily activities to strengthen their math and reading skills to prepare them for a successful kindergarten year.	Academic Support Program	Tier 1	Monitor	06/25/2018	08/10/2018	\$23000	School leader, instructional coach, instructional staff

## District Improvement Plan

Cesar Chavez Academy

Intensive Summer School Program	A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.	Academic Support Program, Supplemental Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$15000	Instructional coach, ELL coach, instructional staff and administration
Distribute and present informational materials on academic and social concerns.	Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.	Parent Involvement, Professional Learning, Community Engagement, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$65000	Parent Liaison, instructional staff, community partnerships
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$25000	School leader, instructional coach, instructional staff.
Parent Newsletter Subscriptions	Subscriptions to newsletters for parents to support the home/school connection and support parents with added strategies	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$500	administrative team, community liaison
Data Analysis of Curriculum	The district administrative team will review data from the progress monitoring tools: Study Island, NWEA, Fast math, and the SAT test and district formative and summative assessments. District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.	Curriculum Development, Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$120000	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for monitoring student performance data.

## District Improvement Plan

Cesar Chavez Academy

Staff to Support Secure Learning Environment	CCA will hire and retain staff who will promote a safe and secure learning environment including security, dean of students, PBIS coordinator, etc.	Behavioral Support Program, Other - Security and Safety	Tier 1	Monitor	08/16/2018	06/21/2019	\$45000	School leaders
Utilize Technology	Students will use computer software programs (IXL, Study island, FocalPointK12, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. On a weekly basis, teachers will plan for students to work at their level on tasks through games, auditory learning and applying test taking skills with software such as Star Reader/Accelerated Reader, RAZ kids, StudyIsland, and Scholastic News that provide real time data to drive instruction.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$7400	School leadership, instructional leadership team, instructional staff, support staff, technology leadership
Purchase resources to support DI	Teachers will be provided with materials and supplies to support the best practices identified to increase student achievement. For example, visual aides graphic organizers, grade leveled books, math and science manipulatives (e.g. legos and writing journals), and progress monitoring applications (e.g. Moby Math) that support the best practices and enhance instruction.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$14000	The school leaders and instructional coaches are responsible for purchasing additional materials.
After-school tutoring	The school will offer a free, after-school tutoring program three days per week, focusing on improving math skills (for students who are below grade level in math). At the Lower Elementary, students will attend after school tutoring at least twice a week to work in small groups on skills and standards that is a result of analysis of data.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, Instructional Coach, Tutors
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students. This software will be utilized by teachers and students to help in understand material to reach mastery on assessments.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	School leader, instructional coach, support staff and instructional staff

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Off campus learning	Administration and teachers will plan off campus learning activities for students aimed at deepening scientific understanding and developing inquiry skills.	Field Trip, Extra Curricular	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	The school leaders and instructional coaches are responsible for this activity.
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, RVP, instruction coaches, ELL coaches
Hire or retain additional support staff	The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$47000	The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.



## District Improvement Plan

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<p>Effective and Ongoing Data Analysis</p>	<p>FocalPointK-12, or a program similar, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.</p> <p>The instructional leadership team and teachers will collaborate to monitor assessment results to identify areas of deficit. Collaborative planning with the instructional leadership team and all instructional staff and support staff will base decision making off of data analysis of assessment results. Naiku, or a similar program, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including Common Core State Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for all students in all tier levels.</p>	<p>Technology , Monitor</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$75000</p>	<p>Instructional staff, instructional coaches, school leaders, and district coordinator of student learning</p>
<p>Utilize Instructional Coaches</p>	<p>The district will utilize the instructional coach in each building in order to provide academic support, resources, and professional feedback to teachers in order to improve teaching and learning in each classroom. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.</p>	<p>Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$60000</p>	<p>School leader, district coordinator for student learning, instructional coaches</p>
<p>Instructional Coach</p>	<p>The Instructional Coach provides ongoing job embedded professional learning through observation of lessons, lesson plan feedback, and promoting teacher collaboration and dialogue pertaining to instruction.</p>	<p>Academic Support Program, Professional Learning, Teacher Collaboration</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$40000</p>	<p>School Leader, instructional coach</p>

## District Improvement Plan

Cesar Chavez Academy

Accelerated Reader	Continue to implement Accelerated Reader Technology program and Star Reader assessment along with Early Star Literacy.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$3000	School leader, coach, teachers and support staff
Professional Development- Best Practices	Teachers will participate in professional development to continue enhancing their craft. Professional development will target best practices in math- such as math talk, Marzano, Guided Math	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	administrative team, instructional coach
Incentives to address (Chronic Absentism)	Incentives will be chosen in order to reduce the chronically absent students in our district which is increasing at high percentages.	Parent Involvement, Getting Ready, Community Engagement, Materials, Other - Monetary Incentives, field trips, uniforms, etc	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	School leader, truancy officer, social worker and selected staff
Handwriting Without Tears Program	Handwriting without tears will enhance our writing curriculum through developmentally appropriate, multisensory approach to handwriting instruction which will build the strong foundation to becoming strong writers.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$1200	School leader, teacher, instructional coach
Science Experiment and Supplemental Science Materials	Students will witness and partake in the inquiry process by completing various science projects that will enhance their understanding. Materials may be purchased to support experiments aligned to Michigan Science Standards. There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction. Purchase science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$6000	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

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Increase Use of Research and Evidence Based Interventions	Students will be exposed to a myriad of resources allocated from grant funds to intentionally help increase, fluency, comprehension, phonemic awareness, etc. during RTI time on a daily basis to also promote engagement and motivation in students.	Direct Instruction		Monitor	08/16/2018	06/21/2019	\$3000	School leader, coach and instructional staff
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
After School Study Skills	Identify students that are at risk in language arts for after school support on targeted skills.	Academic Support Program	Tier 3	Monitor	08/16/2017	06/22/2018	\$11000	School leader, coach, teachers and highly qualified aides
Effective and Ongoing Data Analysis	<p>FocalPointK12, or a program similar, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.</p> <p>The instructional leadership team and teachers will collaborate to monitor assessment results to identify areas of deficit. Collaborative planning with the instructional leadership team and all instructional staff and support staff will base decision making off of data analysis of assessment results. Naiku, or a similar program, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including Common Core State Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for all students in all tier levels.</p>	Technology , Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$75000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

## District Improvement Plan

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Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI hands on activities for Science. Staff will benefit from participation in a professional learning community that coordinates practice of differentiated instruction and formative assessments. Staff will also create common science assessments. Cross Curricular Planning Professional Development and planning time to implement Incorporating Flipped Classroom. Professional Development opportunities to support NGSS curriculum shift and NGSS best practices through improved interventions. Includes: cross curricular reading and writing, cross curricular scientific exploration, Science, Technology, Engineering, Arts, and Math (STEAM) focused activities to offer remediation and enrichment.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Math coach	A Math coach will be contracted to provide job-embedded professional development to teachers in best practices for mathematics instruction. This will be done through the use of instructional learning cycles. The Math coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies.	Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	All teachers; instructional support staff; instructional coach; school leader
Monthly Reading Events and Activities	Students will gain better understanding and comprehension of ELA common core from attending seminars and activities with their parents and families that highlight strategies to improve reading skills. The staff and committees will also plan engagement activities that helps students with progress.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	School leader, instructional coach, staff

## District Improvement Plan

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Reading Interventions	The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$40000	The School Leader, district coordinator for student learning, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students. This software will be utilized by teachers and students to help in understand material to reach mastery on assessments.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$7400	School leader, instructional coach, support staff and instructional staff
Credit Recovery	Students will receive additional support and opportunities to make up credit for classes required for graduation through an online credit recovery program.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$20000	Title I staff General education staff Instructional coach
ELL Paraprofessional Classroom Push-In and Pull- Out	Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.
Parent Meetings	The school will hold monthly parent meetings to inform and educate parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/15/2018	06/21/2019	\$2000	School Leader, Home-Community Liaison, General Education Staff, and Support Staff

**District Improvement Plan**

Cesar Chavez Academy

Parent Involvement Coordinator	Parent Involvement Coordinators will work within buildings to build effective parent relationships to further gain parental involvement with the school and community. They will also further build parent knowledge and capacity.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	School Leaders
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$150000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education

**District Improvement Plan**

Cesar Chavez Academy

<p>Teaching the Common Core State Standards</p>	<p>In order to create accountability for students, teachers, administrators and the school, all staff will assist in the development of curriculum, cross-curricular units, lessons and activities that are aligned to the Common Core State Standards (CCSS), This will be accomplished by using a rigorous lesson planning model. This model will be used to translate the standards into learning. By focusing on continuous improvement, the staff will employ exemplary practices that will increase learning and achievement. Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills.</p> <p>The staff will:</p> <ul style="list-style-type: none"> <li>- Clarify/Interpret the expectations of the CCSS in terms of knowledge, understanding, and skills.</li> <li>- Develop common assessments that will provide evidence of student learning.</li> <li>- Develop student learning maps that provide a focus for teacher planning and clearly communicate the expected learning to students.</li> <li>- Develop lessons and units that incorporate research-based and exemplary practices to ensure that students learn what is expected.</li> </ul> <p>In order for the staff to ensure that classroom lessons, assessments, and instruction are driven by the common core state standards, the staff will create student learning maps. These maps will be derived from the academy's standards driven curriculum. This process will clarify the standards into terms of what students need to know and be able to do in order to be successful at their grade level. The development of the student learning maps will provide a consistent access to the standards and the curriculum throughout the school. This activity will be monitored by the instructional coach, district coordinator of student learning, and the school leader and will be evidenced by the submission of student learning maps, along with lesson plans that follow them. This will require an online observation tool/app to record observations, transmit feedback, and generate data.</p>	<p>Monitor, Direct Instruction</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$6000</p>	<p>Instruction staff, instructional coaches, school leaders, district coordinator of student learning</p>
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## District Improvement Plan

Cesar Chavez Academy

Subscriptions to Various Resources	Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	School leader, instructional coach, support staff and instructional staff
Field Trips to Community Organizations	Students will have hands on experiences and real world experiences by participating on field trips to community based organizations.	Community Engagement	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administration, instructional coach, teachers
Parent Liasion	Parent Liasion along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).	Implementation, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$45000	School leader, administration and Parent Liasion
Off campus learning	Administration and teachers will plan off campus learning activities for students aimed at deepening scientific understanding and developing inquiry skills.	Field Trip, Extra Curricular	Tier 1	Implement	08/15/2018	06/21/2019	\$3255	The school leaders and instructional coaches are responsible for this activity.
Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$9500	District coordinator for student learning, instructional coaches. and schools leaders are responsible for analyzing data.



## District Improvement Plan

Cesar Chavez Academy

Instructional Coach	The academy will provide an instructional coach to work with teachers on improving classroom instruction, data analysis, and progress monitoring. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$72463	Instructional Coach, School Leader, District Coordinator for Student Learning
Weekly Use of Evidence Based Software Licenses	Study Island, RAZ Kids, IXL, United Streaming and other software licenses are utilized by teachers on a weekly basis and turn in report to the instructional coach to track student use.	Supplemental Materials, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader, instructional staff, teachers, support staff
Implementation of the SIOP model	Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leadership, instructional leadership team, instructional staff, support staff
Differentiating Instruction	Teachers will provide students with differentiated instruction within all Social Studies classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use of small groups and/or one-to-one individualized instruction.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3400	All Social Studies Staff, including Teachers, Support Staff and Instructional Coach
Daily Response To Intervention Time	From 2-3 daily students are grouped based off DRA, StudyIsland, NWEA, etc. to provide meaningful and intentional interventions to increase mastery of areas of weaknesses.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Monitor Strategies	The district's administrative team (school leaders, instructional coaches, ELL coach, district curriculum and RVP) will monitor the implementation of these strategies on a daily basis.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$120000	District administrative team
Data Coach	The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Monitor	08/16/2017	06/22/2018	\$20000	School Leader, Data Coach
Dia De La Mujer Conference	Dia De La Mujer held at Michigan State Univ. Open to 50 parents on a first-come, first-serve basis. The 1-day conference in March is designed to provide Michigan Latinas with the opportunity to develop support systems to overcome challenging areas. Agenda is tailored to Latinas' social/academic issues, is a source of education/development for employment, educational opportunities & empowerment of Latinas.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$750	School leader
After-school tutoring	The school will offer a free, after-school tutoring program three days per week, focusing on improving math skills (for students who are below grade level in math). At the Lower Elementary, students will attend after school tutoring at least twice a week to work in small groups on skills and standards that is a result of analysis of data.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$23310	School leader, Instructional Coach, Tutors
Walk-Throughs	Instructional coaches, District ELL coaches and Curriculum Director will conduct daily walk through to provide teachers with formal and informal feedback. Walk-Throughs will utilize a common tool in order to provide consistent and timely feedback, allowing for the results to be analyzed and reported. Daily, Weekly and Monthly walk-throughs will be used as a form of data to measure success of various components of learning.	Walkthrough, Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	School leader, instructional staff, instructional coach and district coordinator for student learning

## District Improvement Plan

Cesar Chavez Academy

Purchase additional resources	Teachers will be provided with materials and supplies to support the best practices. For example, visual aides graphic organizers, grade leveled books, math and science manipulative (For example: Science kits, science software programs and graphing calculators) that support the best practices and enhance instruction.	Implementation, Materials, Other	Tier 1	Implement	08/15/2018	06/21/2019	\$25000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) is responsible for the purchase of resources needed to support DI.
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### Title I School Improvement (ISI)

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Writing Across the Content Areas	Writing curriculum and materials to teach and implement strategies across content area Professional development for instructional staff to improve the amount and rigor of writing across content areas	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Instructional staff, instructional coaches, school leaders, and support staff
PD on Reading and Writing Across the Curriculum	Continued professional development for all involved in teaching reading and writing strategies to increase the use of writing across the curriculum	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Instructional staff, district coordinator of student learning and achievement, instructional coaches, school leaders, and support staff

## District Improvement Plan

Cesar Chavez Academy

Close and Critical Reading Lessons in Social Studies	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	All Social Studies teachers
New Technology	To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	School leader, instructional coach, support staff and instructional staff
Usage Mastery	Teachers will be responsible for drafting a science proficiency assessment and administer it four times a year to gauge student understanding and mastery of reading comprehension skills taught through the Close and Critical Reading Learning Strategy.	Evaluation, Monitor, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	All Science Instructional Staff
Lesson Modification	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	All Math Instructors
Assessing Reading Proficiency	Teachers will be responsible for drafting a reading proficiency assessment and administer it four times a year to gauge student understanding and mastery of reading comprehension skills taught through the Close and Critical Reading Learning Strategy.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	All English Language Arts Instructors
Implementation of the SIOP model	Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff

## District Improvement Plan

Cesar Chavez Academy

Curriculum Alignment to CCSS	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).	Curriculum Development, Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$3000	The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement) are responsible for purchasing this resource.
Sheltered Instruction Observation Protocol (SIOP)	Teachers will incorporate instructional strategies that assist with the English Language Learners (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of high-order thinking skills and investigate new approaches to applying their learning.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff
Usage Mastery	Teachers will be responsible for drafting a math proficiency assessment and administer it four times a year to gauge student understanding and mastery of math comprehension skills taught through Close and Critical Reading learning strategies.	Evaluation, Curriculum Development, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	All Math Instructors
Professional Development on Close & Critical Reading	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the mathematics classroom.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$3000	All Math Instructors and Support Staff

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Daily Use of Higher Order Thinking Skills/Bloom's Taxonomy	Teachers will require students to support their ideas, inferences, and opinions with logical reasons and text evidence. Teachers will have students create and answer questions at various depths of knowledge across the curriculum. Instructional staff will confirm this through biweekly walk-throughs.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leader, instructional staff, instructional coach and district coordinator for student learning
Basic Math Skills	Teachers will provide instruction that focuses on basic math skills, vocabulary, computational fluency, problem solving, and math process strategies. A 45 minute period will be placed into a math block of 90 minutes to reinforce basic skills. Teachers will provide opportunities for students to take part in daily interactive practice of basic math skills appropriate for each grade level using My Math, and Engage NY. Students will develop and/or enhance computational skills, solve real world computation problems, and apply a variety of estimation strategies when given problems.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers
AP Practice Tests	All students in AP Courses will take a Pre and Post official released AP Practice Exam during the year.	Implementation, Materials, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional coach and AP teachers
Daily Use of "Can Do/I Can" Statements	Instructional Staff will refer to and use WIDA standards to deliver instruction, monitor growth and evaluate teaching strategies.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff and administration
Effective Lesson Planning	Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills. Teachers will make the objective of each lesson known to students at the start of instruction so that students know what they are learning and why.	Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers; instructional support staff; instructional coach; school leader

## District Improvement Plan

Cesar Chavez Academy

Planning Meeting	District leadership staff and representatives from building-level School Improvement Teams will attend a Summer Learning / Extended Day planning meeting to review student rosters, student achievement data, curriculum and resources.	Teacher Collaboration	Tier 2	Monitor	08/15/2018	06/21/2019	\$0	District coordinator for student learning and instructional coaches
Instructional Coaching for Teachers	The Instructional Coaches, District ELL Coach and district coordinator for student learning will help teachers improve quality of their instruction, by modeling lessons and providing resources that support the combination of both content and literacy strategies to maximize student growth.	Professional Learning, Teacher Collaboration	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.
Instructional staff will use of WIDA rubrics across content areas.	WIDA rubrics will be used across all subjects to familiarize students with the expectations of the WIDA test and reach all the 3 AMAO targets.	Getting Ready, Direct Instruction	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional and ELL coach, instructional staff and administration
District Improvement Meetings	The district will host a planning meeting to review student achievement data, credits and curriculum resources.	Curriculum Development, Getting Ready, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$0	School leaders, instructional coaches, school improvement team leads, and the district coordinator for student learning
Use of Rubrics/Checklists for Assignments	Students will use student friendly rubrics for self reflection and monitoring of understanding of the expectations.	Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Monitoring with Walkthroughs and Feedback	ELL and instructional coaches will complete observations to support the teachers in delivering instruction to ELL learners, suggest the use of SIOP strategies and best practices. This observation will consist of a SIOP checklist to monitor instruction and student learning	Implementation, Academic Support Program, Walkthrough, Professional Learning, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	n/a
Increase student participation	Students will regularly use written response boards or student response devices (clickers) to increase the participation of each student in lessons, and to help teachers gauge student understanding and lesson effectiveness. Teachers will also use pairing of students to allow students to feel more comfortable sharing in pairs with peers.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers
Monitor Strategy	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies on a daily basis using a common walk through tool. District coach, instructional coaches. and schools leaders will analyze data monthly to determine the effectiveness of the strategy	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Teachers will include both language and content objectives in their lesson.	To assist with mastery of content and promote students understanding of what they are learning and the learning targets, teachers will post language and content objectives in their lessons which helps with integration of SIOP.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administrative team and teachers



## District Improvement Plan

Cesar Chavez Academy

Marzano's Observation Tool	Web-based site license for Teacher Observations	Walkthrough, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, instructional coach, data coach, RTI coach, Department of Academic Achievement
Data Analysis	Analyze student achievement data to drive instruction, make recommendations for school improvement goals and professional development.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	The district administrative team
PBIS Meetings	PBIS teams will meet monthly in order to discuss student behavior data, plan PBIS activities, and discuss practices, procedures and implementation of the program. Results and details will be communicated to all stakeholders.	Teacher Collaboration	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leaders, instructional coaches, PBIS teams
Teachers will develop maps and pacing guides, lesson plans focused on the ELA Standards.	Maps and pacing guides will serve as tracking documents to ensure quality and timely instruction for ALL students. They also guide lesson planning with components that support best practices and research based interventions.	Academic Support Program, Professional Learning, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, school leader, instructional coach and teachers
Academic Vocabulary	Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and prerequisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Utilize SIOP strategies consistently in whole group and small group instruction	The expectation of staff is that the information presented and distributed from SIOP PD will be used daily and planned for with multiple sources of material to reach all students, with a concentrated effort on ELL students.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, administrative, ELL and instructional coaches
Daily walk-through / In-class support	Instructional coaches, District ELL coach and Curriculum Director will conduct daily walk through to provide teachers with non-evaluative feedback.	Academic Support Program, Walkthrough	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.

**District Improvement Plan**

Cesar Chavez Academy

<p>Data Analysis</p>	<p>The analysis of data through the instructional learning cycles will become a function of the department teams and will assist Cesar Chavez to have a more systematic approach to data driven decisions. This will be an ongoing process of continuous improvement; interpreting the data, identifying root causes and determining how to use the data to identify broad strategies and specific activities to foster our goal of 80% proficiency. These data analysis discussions are also the mode for analyzing data from strategy and activity implementation, as well as formative student achievement data to evaluate success and make adjustments if needed. The data discussion will use a variety of sources such as: classroom data, formative assessments, perception data, and benchmark tests. These will be used to make informed decisions concerning both advanced students and students who need remediation. Teachers will give a pre and post-test and use a student achievement data tracker to progress monitor student performance. The data discussion will help to facilitate and monitor the progress of student performance. Teachers will administer formative and summative assessments, which will allow the staff to make data-driven decisions regarding the learning needs of their students. This will be accomplished through collaboratively generated assessments both formative and summative. The formative assessments will provide teachers with immediate feedback on overall student understanding. The staff will receive training on the development of summative assessments, focusing on aligning the assessments with the curriculum and common core state standards. After this training, the staff will develop summative assessments in each subject area. The assessments will then be reviewed by the instructional coach. As we improve our systematic approach to data driven instruction, we will implement data walls to celebrate student success. The goal of the data wall is to build shared ownership, accountability, and awareness of progress toward school-wide goals and to reinforce positive messaging to school community for overall increased student achievement. Planned meetings to discuss data with general ed, special ed, paraprofessionals and support staff exists in many forms such as RTI, SIP, Grade level and Staff meetings. Teachers and support staff will analyze results for formative and summative assessments to plan</p>	<p>Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>School leader, instructional staff, instructional coach and district coordinator for student learning</p>
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**District Improvement Plan**

Cesar Chavez Academy

	formative and summative assessments to plan and revise lesson delivery and strategies to determine what other materials or review is needed for the students' comprehension of material.							
Monitor the Implementation of SIOP components	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.
Professional development / PLC	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.

## District Improvement Plan

Cesar Chavez Academy

Documented Referral Process	<p>At the beginning of the school year, teachers and support staff are educated on the referral process for Special Education Services and are expected to collect data during the first 4-6 weeks to discover what the areas of weaknesses are and gather input from the parents, support staff, and various data points. Every 4-6 weeks, the student's progress or the lack of is discussed to monitor strategies being used and plan for the next steps of implementation of techniques and strategies that directly highlight and address the areas of improvement.</p> <p>From gathering data, conducting interviews and various meetings about student progress (strengths and weaknesses) decisions are made regarding interventions and purchasing of programs and materials. Each Tier 2 and 3 student has a folder and portfolio that documents their performance and attempts made to increase performance (progress monitoring tools, parent letters and agendas from meetings).</p>	Policy and Process	Tier 2	Monitor	08/16/2018	06/21/2019	\$0	School leadership, instructional leadership team, instructional staff, support staff, office staff
Close and Critical Reading Lessons	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All Science Instructors
Rtl Meetings	The school leadership team along with Rtl instructional team plan meetings to discuss the growth of students while examining progress monitoring tools and classroom data to create an action plan for student improvement. Meetings will be planned with instructional staff and administration to discuss data and the RTI process (tier students, gauge process and evaluate tools).	Academic Support Program, Monitor	Tier 2	Monitor	08/16/2018	06/21/2019	\$0	School leader, Social Worker, Special Education Teacher, General Education Teacher and Instructional Coach

## District Improvement Plan

Cesar Chavez Academy

Professional Development	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team is responsible for this activity.
Best practices for teaching math aligned to Common Core	All teachers and instructional staff will demonstrate an understanding of and will utilize the most effective research based best practices for teaching math and increasing student achievement.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers; instructional coach; school leader
Incorporate Writing and Reading in all Content Areas	Students will write using the six traits and read displaying the traits of a "good reader" across all subjects including reading, writing, science, social studies, math and health as well.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Data Team Meeting	Both instructional learning cycles and grade level/administration meetings will take place twice a month to monitor process of the program.	Teacher Collaboration, Communication, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Collaboration Time	Lesson plans will be completed in collaboration between general education and special education teachers. The general education teacher prepares the first draft of the lesson plan. The special education and general education teachers then meet to discuss the plan. The special education teacher then creates a separate lesson plan, which mirrors the general education plan but modifies it based on the needs of the special education students in the class. Planning time will be built into the schedule to allow for this collaboration time.	Teacher Collaboration	Tier 3	Monitor	08/15/2018	06/21/2019	\$0	General education teachers, special education teachers
Data Analysis	District coordinator for student learning, instructional coaches and schools leaders will analyze data monthly to determine the effectiveness of the strategy. The district will purchase a license for a data warehouse in order to monitor and track student performance.	Evaluation	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for analyzing data.
Collaboration Time	Lesson plans will be completed in collaboration between general education and special education teachers. The general education teacher prepares the first draft of the lesson plan. The special education and general education teachers then meet to discuss the plan. The special education teacher then creates a separate lesson plan, which mirrors the general education plan but modifies it based on the needs of the special education students in the class. Planning time will be built into the schedule to allow for this collaboration time.	Teacher Collaboration	Tier 3	Implement	08/16/2018	06/21/2019	\$0	General education teachers, special education teachers
Trade School Activities	An instructor will take students to different trade schools through monthly field trips.	Field Trip, Career Preparation /Orientation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff
Data Analysis	Instructional coaches, District ELL coach and district coordinator for student learning will analyze building level data by grade and content to assist in planning instruction.	Evaluation, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.

**District Improvement Plan**

Cesar Chavez Academy

Parent Friendly Curriculum	Create Parent Friendly curriculum that is translated into Spanish based on common core state standards.	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	School leader
Use of Research and Evidence Based Activities	Professional Learning Communities drive the academic program which provides information on research and evidence based activities that have documented results to increase utilization of D.I. in all tiered instruction.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional coach, instruction staff, and support staff

**District Improvement Plan**

Cesar Chavez Academy

<p>Data Analysis</p>	<p>The analysis of data through the instructional learning cycles will become a function of the department teams and will assist Cesar Chavez to have a more systematic approach to data driven decisions. This will be an ongoing process of continuous improvement; interpreting the data, identifying root causes and determining how to use the data to identify broad strategies and specific activities to foster our goal of 80% proficiency. These data analysis discussions are also the mode for analyzing data from strategy and activity implementation, as well as formative student achievement data to evaluate success and make adjustments if needed. The data discussion will use a variety of sources such as: classroom data, formative assessments, perception data, and benchmark tests. These will be used to make informed decisions concerning both advanced students and students who need remediation. Teachers will give a pre and post-test and use a student achievement data tracker to progress monitor student performance. The data discussion will help to facilitate and monitor the progress of student performance. Teachers will administer formative and summative assessments, which will allow the staff to make data-driven decisions regarding the learning needs of their students. This will be accomplished through collaboratively generated assessments both formative and summative. The formative assessments will provide teachers with immediate feedback on overall student understanding. The staff will receive training on the development of summative assessments, focusing on aligning the assessments with the curriculum and common core state standards. After this training, the staff will develop summative assessments in each subject area. The assessments will then be reviewed by the instructional coach. As we improve our systematic approach to data driven instruction, we will implement data walls to celebrate student success. The goal of the data wall is to build shared ownership, accountability, and awareness of progress toward school-wide goals and to reinforce positive messaging to school community for overall increased student achievement.</p> <p>Planned meetings to discuss data with general ed, special ed, paraprofessionals and support staff exists in many forms such as RTI, SIP, Grade level and Staff meetings. Teachers and support staff will analyze results for formative and</p>	<p>Monitor</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>School leader, instructional staff, instructional coach and district coordinator for student learning</p>
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**District Improvement Plan**

Cesar Chavez Academy

	staff will analyze results for formative and summative assessments to plan and revise lesson delivery and strategies to determine what other materials or review is needed for the students' comprehension of material.							
Students taking AP Exams	Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science taking AP Exams in May 2018(19).	Evaluation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional coach and AP teachers
Daily walk-through / In-class support	Instructional coaches, District ELL coach and district coordinator for student learning will conduct daily walk through to provide teachers with non-evaluative and evaluative feedback.	Walkthrough	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The district administrative team
Revise schedule	School administrators will increase the number of hours allocated to science instruction. The MS will add an additional science elective and the ES will increase the instructional time from 30 minutes to 60 minutes daily.	Implementation, Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will ensure the implementation of the strategy.
Modeling of Reading & Writing Strategies	Modeling from teachers and support staff are daily expectations to help increase mastery and for students to make connections with the skill and standard.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Grade level meetings	Grade level teachers will meet on a regular basis to focus on and collaborate about instructional best practices.	Communication	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers; instructional support staff; instructional coach; school leader
Monitor the MTSS Process	The district administrative team will monitor the MTSS process across the district. All teams are expected to use at least 6-8 data points aligned the the Common Core State Standards to determine the growth of students. Data points include NWEA, Accelerated Reader, Study Island, Exam view Pre and Post test, Read 180- Tier III and ELL, ACT/MME Pre and Post test, DIBELS K-3 and Phonics screeners.	Academic Support Program, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	The districts administrative team(school leaders, instructional coaches, district coordinator for student learning and RVP), in collaboration with Data/Rtl coaches, are responsible for monitoring the MTSS programs.
Rigorous Reading Strategies	Teachers will utilize best practices and recommended strategies to teach the Common Core State Standards including close reading, paired texts, use of graphic organizers, building background knowledge, and academic vocabulary instruction. Teachers will increase the use of informational text to align with recommendations set forth by national and state standards. Students will benefit from more rigorous instruction that aligns with the Common Core State Standards.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Align Maps, Pacing Guides and Lesson Plans	Teachers will unpack the Science Michigan Curriculum Framework to write a pacing guide and lessons. They will also begin examining the New Michigan Science Standards for comparison.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	School Leader, instructional coach, instructional staff

## District Improvement Plan

Cesar Chavez Academy

The district will implement a consistent and rigorous mechanism monitoring the standards and ensuring accountability for ELL performance results.	A detailed and document procedure will be recorded to ensure fidelity of monitoring standards through grade book reviews, lesson plans, walkthroughs, RTI/MTSS push in and pull out and SLOP strategies.	Academic Support Program, Professional Learning, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	ELL coaches, instructional coaches, administration and teachers
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### Title I Schoolwide

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
PBIS Incentives	Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.	Behavioral Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff
Hands-On Learning	Teachers and highly-qualified support staff will group students according to performance and observation outcomes to allow for appropriate learning opportunities and skills practice to enhance acquisition of content material. Differentiated instruction will be reflected in the teachers' lesson plans in all core subjects. Frequent observations will take place by the instructional coach to ensure the implementation of differentiated instruction. Common assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the activity. The teachers will need the necessary materials to implement differentiated instruction and learning stations. These include: activities, games, and manipulative materials. Teachers will collaborate within departments and across the curriculum to guide the planning. Lesson plans will be based on Michigan content standards, the CCA Curriculum, and the Common Core State Standards. Teachers employ the strategies needed to effectively differentiate lessons and assessments, based on student readiness, learning styles, and needs.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	Instructional coach, instruction staff, and support staff

## District Improvement Plan

Cesar Chavez Academy

Technology Acquisition	To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$100000	School leadership, instructional leadership team, instructional staff, support staff, technology team
Science Interventions	Students will be monitored within their respective science classes so that intensive science interventions may be provided for identified at-risk students. Teachers and support staff (paraprofessionals, special education team and social worker) will strategically plan lessons on different levels that address the weaknesses identified in district assessments (NWEA), state assessments (M-STEP), Naiku, Star Reader, Easy CBM, and classroom assessments. Students will receive interventions based upon their tier. Interventions may take place in a general education setting, a push-in model, or a small group, pull-out model.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$390000	School leader, instructional coach, instructional staff, support staff
Focal Point K12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understandings of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Technology, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$10835	School leader, instructional staff, instructional coach and district coordinator for student learning
Use of Multiple Resources to Increase DI and Mastery	Teachers at all grade levels will provide students with manipulatives such as unifix cubes, counters, and tangrams to use in order to learn math concepts and to master skills. Teaching and support staff will take advantage of manipulatives to provide hands-on learning opportunities to promote student understanding and success. After data analysis and feedback from parents, students and staff, multi-leveled resources will be purchased, monitored and evaluated to elevate scores in all content areas.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, instructional staff

## District Improvement Plan

Cesar Chavez Academy

Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	Instructional coach, teachers, Team of Academic Support and administration
Increased Use of Technology and Computer Assisted Programs	Students will use computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$40000	School leader, instructional coach, instructional staff, support staff
Consistent Administration of Eagle Expectations and Eagle Dollars	Providing multiple reminders of the PBIS program expectations throughout the school with daily announcements, bulletin boards, points/Eagle Dollars system to support high standards of teaching, learning, and behavior. Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.	Behavioral Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional coach, instructional staff, support staff
Acquiring Aligned Materials	Materials will be purchased in order to ensure effective instruction of Next Generation Science Standards and state standards including curriculum resources, hands-on manipulatives, and experiment materials.	Materials	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$100000	School leader, instructional coach, instructional staff, support staff

## District Improvement Plan

Cesar Chavez Academy

Response to Intervention Coordinator	Use of Response to Intervention Coordinator in order to monitor and align interventions, monitor student growth, review logs, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort with support staff and instructional leadership team.	Academic Support Program, Professional Learning	Tier 1	Evaluate	08/15/2018	06/21/2019	\$60000	School leader, instructional coach, instructional staff, support staff
Instructional and Data Coaching	Use of data coach, instructional coach, and English Language Learning Coach in order to monitor student growth, review lesson plans and lesson delivery, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort. Coaches work closely with the leadership team, instructional staff, and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Professional Learning, Teacher Collaboration	Tier 1		08/15/2018	06/21/2019	\$120000	Administrative team
Professional Development on Technology Integration	Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop -NWEA - Accelerated Reader -Accelerated Math -Big Ideas -Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$26700	School leadership, instructional leadership team, instructional staff, support staff, office staff, and district coordinator for student learning
Science Interventions	Students will be monitored within their respective science classes so that intensive science interventions may be provided for identified at-risk students. Teachers and support staff (paraprofessionals, special education team and social worker) will strategically plan lessons on different levels that address the weaknesses identified in district assessments (NWEA), state assessments (M-STEP), Naiku, Star Reader, Easy CBM, and classroom assessments. Students will receive interventions based upon their tier. Interventions may take place in a general education setting, a push-in model, or a small group, pull-out model.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff

## District Improvement Plan

Cesar Chavez Academy

Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10800	School leader, instructional staff, instructional coach and district coordinator for student learning
Professional Development on Close and Critical Reading	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3080	All Social Studies Instructors and support staff
Content-area Assisted Technology Programs	Students will have access to appropriate learning and assessment opportunities that support grade level content through the use of computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase Social Studies proficiency.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	School leader, instructional coach, support staff and instructional staff
Hands-On Learning	Teachers and highly-qualified support staff will group students according to performance and observation outcomes to allow for appropriate learning opportunities and skills practice to enhance acquisition of content material. Differentiated instruction will be reflected in the teachers' lesson plans in all core subjects. Frequent observations will take place by the instructional coach to ensure the implementation of differentiated instruction. Common assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the activity. The teachers will need the necessary materials to implement differentiated instruction and learning stations. These include: activities, games, and manipulative materials. Teachers will collaborate within departments and across the curriculum to guide the planning. Lesson plans will be based on Michigan content standards, the CCA Curriculum, and the Common Core State Standards. Teachers employ the strategies needed to effectively differentiate lessons and assessments, based on student readiness, learning styles, and needs.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$3000	Instructional coach, instructional staff, and support staff

## District Improvement Plan

Cesar Chavez Academy

Effective Use of Reading Specialist	The reading specialist has a multitude of responsibilities that include working with the instructional coach and data coach to monitor reading growth, review lesson planning and delivery, assisting in gathering data to measure student success, giving feedback on instruction and best practices in reading, and supporting staff in reading and English Language Arts instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$60000	School leader, Instructional Coach, Data Coach, Reading specialist
Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	School leader, instructional coach, teachers, Dept of Academic Achievement
Science Lab Opportunities	Students will be given lab time within the classroom in order to conduct experiments in real life inquiry-based project assessment.	Implementation	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, instructional staff, support staff
Curriculum Alignment to NGSS	Staff will tightly align the curriculum to the Science standards that are recommended by Saginaw Valley State University (either science GLCEs or Next Generation Science Standards). Utilization of Naiku, or a program similar, that will be used to monitor and track the progress of students' understanding of grade level content (including state and NGSS standards). This will drive instruction by providing a link between content standards, direct instruction, student progress, and assessments allowing for targeted interventions and support for all students in all tiers. Greater monitoring of standards based instruction.	Curriculum Development	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for the monitoring the alignment.



## District Improvement Plan

Cesar Chavez Academy

Data Analysis of Benchmark and Local Assessments	NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.	Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$5300	Instructional coach, school leader, and the district coordinator of student learning
Curriculum Alignment to CCSS	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).	Curriculum Development, Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$3000	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).
DAP-CEP After-School and Summer Enrichment	DAP-CEP and CCA-MS staff will implement STEM and science related supplemental learning opportunities to students after school and throughout the summer to support mastery of content and to allow for skills practice in an enrichment setting.	Academic Support Program, Extra Curricular	Tier 1	Monitor	08/15/2018	06/21/2019	\$75000	School leader, instructional coach, instructional staff, support staff

## District Improvement Plan

Cesar Chavez Academy

Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Close and Critical Reading Professional Development	Teachers will benefit from, focused training on, and how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1		08/15/2018	06/21/2019	\$15000	School leader, instructional coach, science instructional staff, support staff
Teacher training on Technology Integration	Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop - NWEA - Accelerated Reader -Accelerated Math -Big Ideas - Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Data Analysis of Benchmark and Local Assessments	NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Instructional coach, school leader, and the district coordinator of student learning

**District Improvement Plan**

Cesar Chavez Academy

Parent Meetings	The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of uselearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff
Utilize Technology	Students will use computer software programs (IXL, Study island, FocalPointK12, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. On a weekly basis, teachers will plan for students to work at their level on tasks through games, auditory learning and applying test taking skills with software such as Star Reader/Accelerated Reader, RAZ kids, StudyIsland, and Scholastic News that provide real time data to drive instruction.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	School leadership, instructional leadership team, instructional staff, support staff, technology leadership
Purchase of Student Workbooks	Purchase of Student Consumable Workbooks to implement and teach state standards and drive instruction.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$4900	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Professional Learning Communities	School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, Rtl, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2000	School leadership, instructional leadership team, district coordinator for student learning, instructional staff, support staff
Summer School	Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$50000	School leader, instructional coach, instructional staff, support staff
Hands-On Activities and Creative Groups	Staff will plan for and promote hands-on learning and small group learning and skill practice to enhance the acquisition of content material. Next Generation Science Unit Materials including triple beam balances, graduated cylinders, beakers, hot plates, digital thermometers, digital scales, microscopes with slides, sieves, as well as updated book sets and lab workbooks for individual students	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff, support staff
Social Studies Interventions	The Social Studies teacher will monitor students and identify at risk students so that intensive social studies interventions may be provided.	Academic Support Program	Tier 3	Implement	08/15/2018	06/21/2019	\$500	School Leader, Title 1 teacher, Instructional Coach, Instructional Staff, and Support Staff

## District Improvement Plan

Cesar Chavez Academy

ELA Coach	An ELA coach will be contracted to provide job-embedded professional development to teachers in best practices for ELA instruction. This will be done through the use of instructional learning cycles. The ELA coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies. ELA coach will observe instruction in the classroom to guide the processes and provide feedback to impact student learning.	Evaluation, Curriculum Development, Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	District coordinator for student learning, school leaders, instructional coaches, instructional staff, and ELA coach
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### Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Robotics Build Team	Students will work together with the help of Teacher coaches and GM Engineer Mentors to build the robot for the school's team (4680). The plans will be implemented by the students with mentor direction which will include chassing, manipulator, drive team, and electrical for the purposes of competing during district, state, and world championships.	Supplemental Materials, Field Trip, Career Preparation /Orientation, Extra Curricular	Tier 1	Implement	01/01/2019	05/06/2019	\$5000	Instructional staff
SVSU ESL Endorsement Program	Certified teachers will be able to enroll in an ESL Endorsement Program from Saginaw Valley State University. The program will be onsite and include a tuition discount.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	School leaders, district coordinator for student learning, RVP, instructional coaches

## District Improvement Plan

Cesar Chavez Academy

Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI hands on activities for Science. Staff will benefit from participation in a professional learning community that coordinates practice of differentiated instruction and formative assessments. Staff will also create common science assessments. Cross Curricular Planning Professional Development and planning time to implement Incorporating Flipped Classroom. Professional Development opportunities to support NGSS curriculum shift and NGSS best practices through improved interventions. Includes: cross curricular reading and writing, cross curricular scientific exploration, Science, Technology, Engineering, Arts, and Math (STEAM) focused activities to offer remediation and enrichment.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Professional Development on Implementation of state and NGSS standards	Professional development participation to ensure understanding of NGSS standards and the transition between state and NGSS standards as well as instructional best practices.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	School leader, instructional coach, instructional staff, support staff
Marketing	Students will work together with the help of Teacher coaches and GM Engineer Mentors to create the marketing profile of the school's team (4680). The plans will be implemented by the students with mentor direction which will include website design, t-shirt design, social media presence, documentation of process, and actual scouting of other robotics teams during district, state, and world championships.	Technology, Field Trip, Career Preparation /Orientation, Community Engagement, Extra Curricular	Tier 1	Implement	01/02/2018	05/11/2018	\$5000	Instructional staff
Living Arts Program	This program will partner with the staff at various CCA Campuses to ensure receive enriching experiences connecting to culture and art.	Implementation, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$12000	School leader, teachers, Living Arts Program Director and instructional coach

**District Improvement Plan**

Cesar Chavez Academy

**Title I Part C**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Title I Teachers-Data Driven Targeted Interventions	Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans ,Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$164863	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers

**Title III**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	School leaders
ELL Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in Reading and Writing. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$42000	School leaders, instructional coach, instructional staff.
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff
MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Administration, instructional coach, instructional staff

## District Improvement Plan

Cesar Chavez Academy

Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	District administrative team
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	District administrative team
At Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$75000	Instructional coach, instruction staff, and support staff
Professional development / PLC	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components( For example, MABE conference - Michigan Association for Bilingual Education and onsite professional development). Staff will benefit from continued professional development and coaching in successfully implementing the 8 components of S.I.O.P as they relate to science instruction. Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring this strategy.



## District Improvement Plan

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ESL Coach/ESL Lead	ESL Coach or ESL department chair will monitor implementation of SIOF Model and corresponding strategies within the classroom. This ESL Coach or lead will collaborate with the instructional coach and instructional staff to ensure that the SIOF model is implemented.	Implementation, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Principal, instructional coach, ESL coach/ESL Lead
Use of Spanish Language Resources	Acquisition and increased use of Spanish language resource materials to facilitate increased conceptual understanding to bridge the language barrier and provide resources for student use.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
ESL curriculum for ESL elective classes	The middle school and high school will implement an ESL curriculum to support the ESL elective classes.	Academic Support Program, Curriculum Development, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.
Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$275000	District coordinator for student learning, instructional coaches. and schools leaders are responsible for analyzing data.

## District Improvement Plan

Cesar Chavez Academy

Professional development / PLC/Instructional Learning Cycles	The district administrative team and teachers will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- MDE conference and SIOP training. Teachers will receive various professional learning opportunities in Social Studies.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating the professional learning communities and PD.
Monitor Strategy	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) will monitor the implementation of this strategy on a daily basis. The district will purchase a common tool to gather data. Teachers will provide students with differentiated instruction within all Math classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use small groups and/or one-to-one individualized instruction.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning, and RVP) are responsible for monitoring the strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity.

## District Improvement Plan

Cesar Chavez Academy

SIOP Workshops Professional Development	We will have a series of four onsite SIOP workshops, as well as attend any off site language and literacy professional development opportunities.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	ESL lead, principal, Instructional Coach, all instructional staff
Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$275000	District coordinator for student learning, instructional coaches. and schools leaders are responsible for analyzing data.
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$35000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$70000	School leader, instructional coach, teachers
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement	Tier 2	Implement	08/16/2018	06/21/2019	\$8000	School leader, instructional coach, consultant, and teachers.

## District Improvement Plan

Cesar Chavez Academy

At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Evaluate	08/15/2018	06/21/2019	\$42500	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
ELL Materials for supporting Tier I Instruction	ELL iPad applications to reinforce phonics, phonemic awareness, vocabulary, sight words, reading comprehension and fluency. Audio and bilingual picture books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction. Students at risk in language development, vocabulary, comprehension, and word recognition will receive a student work bag that will be signed out weekly by parents. Take home bags will include activities that will support the aforementioned skills	Technology, Materials	Tier 1	Monitor	08/16/2018	06/21/2019	\$5500	Administration, instructional coach, instructional staff, ELL teacher
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$36940	School leader, instructional coach, instructional staff
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$45000	School leader, instructional coach, support staff
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$25000	School leader, instructional coach, instructional staff.

## District Improvement Plan

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Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1		08/15/2018	06/21/2019	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning
Ongoing PD from ELL Coaches	ELL coaches will present quarterly on SIOP strategies, research and areas of concern for the District in relationship to observations and data that will elevate academic scores for ELL students in the district.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	ELL coach and administrative team
Supplemental Technology Resources	Use various types of technology and technology based applications during instruction. Technology includes but not limited to iPads, computers, tablets, smart boards, etc.	Supplemental Materials, Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$10000	Principal, technology coordinator, ESL teacher, ESL lead
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$9000	School Leaders

## District Improvement Plan

Cesar Chavez Academy

At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process	Academic Support Program	Tier 1	Monitor	08/16/2018	06/21/2019	\$18250	Instructional staff, instructional coaches, school leaders, and support staff
ELL Materials for supporting Tier I Instruction	ELL iPad applications to reinforce language skills in mathematics. Audio and bilingual picture books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction. Students at risk in language development, vocabulary, comprehension, and word recognition will receive a student work bag that will be signed out weekly by parents. Take home bags will include activities that will support the aforementioned skills.	Technology, Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$5500	Administration, instructional coach, ELL teacher, support staff
ESL Resource Materials for supporting students in small group instruction	Materials to support vocabulary, comprehension, and listening skills including Expanding Expression tool kits for developing expressive language for students scoring basic, low and high intermediate on WIDA such as audio books and audio players, tag readers, MP3 players, Leapfrog instructional videos, instructional games that support language development	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$3600	Administration, instructional coach, ELL teacher, support staff
Field Trips to Community Organizations	Students will have hands on experiences and real world experiences by participating on field trips to community based organizations.	Community Engagement	Tier 1	Monitor	08/15/2018	06/21/2019	\$8000	Administration, instructional coach, teachers
Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$1602	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

ESL Literacy Classes	ELL students will be placed in classes to support them with Language Acquisition.	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$12500	ELL and instructional coach, instructional and support staff
Training for ESL Team	The ESL team will seek out other language and literacy professional development trainings to attend offered by MDE, RESA, BEHR, or similar provider. These trainings may include the MABE conference, Special Populations conference, or other similar events.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$30000	ESL Lead, ESL Coach, principal, instructional coach
Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1	Implement	08/16/2017	06/22/2018	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.

## District Improvement Plan

Cesar Chavez Academy

Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$500	School leader, instructional coach, administrative team, support staff, and the district coordinator of student learning
Professional Development	Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	District administrative team School leaders, district coaches, instructional coaches.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2		08/15/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity



**District Improvement Plan**

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ESL curriculum for ESL elective classes	The middle school and high school will implement an ESL curriculum to support the ESL elective classes.	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$5000	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.
ELL Paraprofessional Classroom Push-In and Pull- Out	Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$65000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.
MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5300	School leader, instructional coach, instructional staff
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the science classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers

## District Improvement Plan

Cesar Chavez Academy

Software & Applications Targeting Reading Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$5500	Instructional Coach, General Staff, and Paraprofessionals
Parent Leadership Institutes and Give aways	Weekly morning meetings are held for parents to give research based information on how to help their child excel in school. Raffles of instructional materials will be made weekly to encourage participation and learning in the home.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$4100	School leader, staff
Language and Literacy Trainings	Teachers will participate in language and literacy training sessions, after being SIOP trained, to further their knowledge on best practices for all learners, including English Learners. Training will include engagement strategies, academic vocabulary strategies, grouping strategies, and other high-yield instructional strategies.	Implementation, Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, ELL coach, instructional coach, instructional staff
Utilize Software Licenses to Engage Learners	Students will use learning atoz.com, Discovery Education, United Streaming, Moby Max, Starfall, Raz kids, Reading A-Z, Lexia, BrainPop, Interactive White board games (lakeshore) and a variety of iPads applications to enhance whole group as well as independent learning. ESL learning software: BrainPop; to reinforce language acquisition, visual learning and enhance instruction	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$11000	School leader, coach, teachers and support staff
ELL Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in Reading and Writing. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$3200	School leaders, instructional coach, instructional staff.
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$15000	School leader, instructional leader, teachers and instructional coach.
Summer School and After School Tutoring	After-School tutoring and Summer School language acquisition tutoring opportunities	Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$10000	Principal

## District Improvement Plan

Cesar Chavez Academy

Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$70000	School leader, instructional coach, teachers
ESL Resource Materials for supporting students in small group instruction	Materials to support vocabulary, comprehension, and listening skills including Expanding Expression tool kits for developing expressive language for students scoring basic, low and high intermediate on WIDA such as audio books and audio players, tag readers, MP3 players, Leapfrog instructional videos, instructional games that support language development	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$3600	Administration, instructional coach, ELL teacher, support staff
Parent Liasion	Parent Liasion along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).	Implementation, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	School leader, administration and Parent Liasion
Distribute and present informational materials on academic and social concerns.	Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.	Parent Involvement, Professional Learning, Community Engagement, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	Parent Liaison, instructional staff, community partnerships
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$8000	School leader, instructional coach, instructional staff.

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## District Improvement Plan

Cesar Chavez Academy

Use of Multiple Resources to Increase DI and Mastery	Teachers at all grade levels will provide students with manipulatives such as unifix cubes, counters, and tangrams to use in order to learn math concepts and to master skills. Teaching and support staff will take advantage of manipulatives to provide hands-on learning opportunities to promote student understanding and success. After data analysis and feedback from parents, students and staff, multi-leveled resources will be purchased, monitored and evaluated to elevate scores in all content areas.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	School leader, instructional coach, instructional staff
Data Collection and Feedback	A various scheduled times multiple points of data (demographic, perception, and academic) will be collected to inform decision making on curriculum, instruction and assessment.	Evaluation, Teacher Collaboration, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Science Fair	All students in grades K-12 will complete a science fair project focusing on the Scientific Process.	Direct Instruction	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$500	School leader, instructional coach, support staff and instructional staff
Academic Vocabulary	Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and prerequisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$1000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
All classrooms will utilize close and critical reading strategies when reading content material.	Teachers will receive PD on close and critical reading strategies and are expected to use them in weekly classroom instruction and planning for whole group and small group.	Academic Support Program, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2017	06/22/2018	\$550	Instructional staff, instructional coach, administration and ELL coach

## District Improvement Plan

Cesar Chavez Academy

Use of Leveled Readers to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$3000	School leader, instructional coach, support staff and instructional staff
ESL Literacy Classes	ELL students will be placed in classes to support them with Language Acquisition.	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$65000	ELL and instructional coach, instructional and support staff
Increase Bandwidth	Increase bandwidth in every building to increase wireless capacity.	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The school leaders are responsible for working with the tech team to increase the bandwidth.
Club Cultural Learning Upon Experience (CLUE)	Students will engage multiple cultures through field trips.	Community Engagement, Extra Curricular	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional staff

## District Improvement Plan

Cesar Chavez Academy

Professional development / PLC	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- Hands on Math and Science and Inquiry based science. CCA uses Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Teachers will attend professional development that educates them on the new standards (NGSS) and the strategies needed to implement the Michigan Science Curriculum successfully. We need professional development on implementing the updated FOSS kits in order to help teachers use the kits in the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$500	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring the implementation of the EMP.
Utilize Data from WIDA, local and state assessments	Multiple meetings are planned monthly and quarterly to discuss WIDA and other state mandated testing and local assessments and how at what levels are ELL students are performing on	Academic Support Program, Technology, Materials, Policy and Process, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$10000	ELL and Instructional coaches along with school leader and team leads
Best Practice Instruction/Marzano	CCA will use Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Students will be exposed to higher order thinking skills when creating, evaluating, analyzing, applying, understanding and remembering. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School leader, instructional coach, support staff and instructional staff
Off Campus Experiences/Field Trip	Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery.	Field Trip	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, coach and staff

## District Improvement Plan

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Subscriptions to Various Resources	Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$1500	School leader, instructional and support staff and instructional coach
Staff will receive technical support to ensure implementation with fidelity of ILCs.	Teaching staff, along administration will receive support from TLG and WRESA to sure ILCs are implemented with fidelity.	Academic Support Program, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$125000	School leader, instructional coach, WRESA and TLG
Intervention Materials	Resource materials to assist academic support staff in implementing engaging and motivating interventions in phonemic awareness, phonics, comprehension, vocabulary, fluency. These will include: Reading games, manipulatives, leveled readers and various leveled materials, Audio books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$2500	Administration, instructional coach, support staff
Utilize Assisted Technology	To prepare students with Career and College Readiness, review prerequisite skills, address areas of deficient, increase engagement and incorporate technology into daily activities, technology will be a focus in upholding our mission of IGNITE. EDUCATE. EXCEL. Elmo projectors and smart boards are a part of lesson planning to model, present and review material. Laptop cart are available to all grades and twice a week students are expected to practice skills at their level on IXL, StudyIsland, Raz-Kids, etc. will be used in various forms to engage the learners and meet them at their ability level.	Supplemental Materials, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	School leader, instructional coach and staff
Weekly Hands On Activities	There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Make Connections to Real Life Application	Intentional and research based strategies will be documented and used to create background knowledge, both academic and personal experiences, to elevate student growth.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, support staff and instructional staff
Technology Professional Development	Teachers and support staff will attend on and off site professional learning and development sessions to learn how technology benefits student growth.	Professional Learning, Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
ESL Through Literacy Class	Students scoring 1-4 on WIDA assessment will be enrolled in ESL classes and instructed in reading, writing, speaking, and listening	Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$75000	Principal, ESL coach/lead, instructional coach
Academic Vocabulary	Teachers will incorporate academic vocabulary into daily lessons	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Identify new ESL curriculum	Identify a new curriculum to be used with English Language Learners in ESL class.	Academic Support Program, Curriculum Development, Materials, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$20000	Principal, ESL Lead, Instructional Coach



## District Improvement Plan

Cesar Chavez Academy

Increase Levels of Engagement	Students mastery levels with increase with the intentional planning of engagement strategies taught through PLCs and professional developments. Students and teachers will use graphic organizers when modeling and displaying mastery. Students will utilizing problem solving skills across all subjects including reading, writing, science, social studies, math and health as well. Students will use student friendly rubrics for self reflection and monitoring of understanding of the expectations.	Direct Instruction	Tier 1	Monitor	08/16/2017	06/22/2018	\$1000	School leader, instructional coach, instructional staff
Utilize the LEADS System	The district will utilize the LEADs System within PowerSchool, in order to collect and disaggregate student behavior data.	Technology, Materials, Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$2000	School leaders, support staff
Data team meetings that are designed to inform schools and parents of assessment results and student eligibility for ELL services	Parents will be notified of their child's need to receive ELL services after teams have met to analysis local and state assessments. The teacher will also be a part of the discussion with the parents to discuss what can be done at home along with additional services at school.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration	Tier 2	Implement	08/16/2018	06/21/2019	\$25000	Administration, teachers, instructional support team, instructional coach
Best Practice Instruction/Marzano	CCA will use Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Students will be exposed to higher order thinking skills when creating, evaluating, analyzing, applying, understanding and remembering. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, support staff and instructional staff
Collaboration with District Coordinator of Student Learning	Students' academic progress, procedures, data resources and teaching/learning are discussed to ensure alignment across the district.	Evaluation, Teacher Collaboration, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional coach, school leader, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Sports	Students will engage in after school athletic MHSAA sports: Wrestling, Soccer, Basketball, Volley Ball, Football, Cross Country, and Cheerleading.	Extra Curricular	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Athletic director and coaches
Science Experiment and Supplemental Science Materials	Students will witness and partake in the inquiry process by completing various science projects that will enhance their understanding. Materials may be purchased to support experiments aligned to Michigan Science Standards. There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction. Purchase science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, support staff and instructional staff
Quarterly Presentations and Projects	Once every acad marking, teachers will provide a rubric to assist with students presenting on an informational topic such as Career Day, Black History Month, Author's Study, etc	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School leader, instructional coach, support staff and instructional staff
Off Campus Experiences/Field Trips	Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery. Students will have a hands on experience to state standards by participating in field trips.	Field Trip	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Make Connections to Real Life Application	Intentional and research based strategies will be documented and used to create background knowledge, both academic and personal experiences, to elevate student growth.	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Academic Vocabulary	Teachers will incorporate academic vocabulary into daily lessons across all content areas.	Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$1000	Instructional Coach, General Education Teachers, Support Staff, School Leader, Special Education Teachers
Professional Development on Parental and Community Relationship	Staff and parents will be invited to seminars and professional developments that inform stakeholders on best practices for engaging parents and teaching at risk students.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	School leader, district coordinator for student learning, instructional coach and support staff
More Focus and Emphasis on Science in ELA	Students will learn more about the impact history had on their lives today by learning about individuals and events through graphs, maps, text features, timelines, etc. to increase comprehension of science and social studies (informational text).	Direct Instruction	Tier 1	Evaluate	08/15/2018	06/21/2019	\$1200	School leader, instructional coach, support staff and instructional staff
Extended Learning	All staff will support at-risk students with afterschool tutoring, summer school when necessary, and credit recovery via Odyssey program.	Academic Support Program, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$50000	General Education Teachers, Special Education Teachers, Instructional Coach, all Para-Professionals, School Leader
Quarterly Presentations and Projects	Once every academic marking, teachers will provide a rubric to assist with students presenting on an informational topic such as Career Day, Black History Month, Author's Study, etc	Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach and instructional/support staff

## District Improvement Plan

Cesar Chavez Academy

Taking AP Courses	Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science.	Career Preparation /Orientation , Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Instructional coach and AP teachers
All teachers will use, refer to and update word walls.	Teachers will use word walls to build vocabulary.	Walkthrough, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/14/2019	\$650	Teachers, instructional staff, instructional and ELL coach
Teachers will use graphic organizers, such as the Frayer Model to introduce content vocabulary.	Teachers will use many graphic organizers to help with comprehend of content.	Implementation, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$650	Teachers, instructional and ELL coach, administration
Marzano Professional Development Sessions	Teachers will receive Marzano's training on and off campus to equip them with the necessary strategies to teach with fidelity.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Technology Professional Development	Teachers and support staff will attend on and off site professional learning and development sessions to learn how technology benefits student growth.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Academic Vocabulary	Teachers will increase the use and emphasis of math vocabulary (Engage NY and MyMath) during instruction time and students will complete vocabulary activities on a weekly basis. Vocabulary will highlight prerequisite and new vocabulary from curriculum standards, as well as assessment vocabulary from M-Step and NWEA. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	All teachers, instructional support staff

**District Improvement Plan**

Cesar Chavez Academy

Collaboration with District Coordinator for Student Learning	Students' academic progress, procedures, data resources and teaching/learning are discussed to ensure alignment across the district.	Academic Support Program, Curriculum Development, Policy and Process	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$0	School leader, instructional coach and district coordinator for student learning
Professional development / PLC for MTSS	Professional development will be provided to create an effective RtI team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.	Professional Learning	Tier 2	Monitor	08/16/2018	06/21/2019	\$350	The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for facilitating professional development workshop.

**Title II Part A**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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**District Improvement Plan**

Cesar Chavez Academy

<p>Curriculum Alignment Professional Development</p>	<p>The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example- MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$40750</p>	<p>The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement)</p>
<p>Professional Development</p>	<p>Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5000</p>	<p>The district administrative team</p>

**District Improvement Plan**

Cesar Chavez Academy

<p>Curriculum Alignment Professional Development</p>	<p>The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example- MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$44750</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for facilitating professional development workshop.</p>
<p>Professional Development on DI</p>	<p>Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, formative assessment).</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5000</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) and teachers are responsible for monitoring and implementing this strategy.</p>

## District Improvement Plan

Cesar Chavez Academy

Administrators and staff will receive technical support on how to manage and deliver services to ELL students in the RTI process.	Technical support from outside agencies and consultants will give feedback to staff to promote growth through the RTI process and offer suggestions for improvement for ELL students.	Implementation, Academic Support Program, Materials, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$35000	Consultant, teachers, instructional support team, administrative team, instructional and ELL coach
Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI hands on activities for Science. Staff will benefit from participation in a professional learning community that coordinates practice of differentiated instruction and formative assessments. Staff will also create common science assessments. Cross Curricular Planning Professional Development and planning time to implement Incorporating Flipped Classroom. Professional Development opportunities to support NGSS curriculum shift and NGSS best practices through improved interventions. Includes: cross curricular reading and writing, cross curricular scientific exploration, Science, Technology, Engineering, Arts, and Math (STEAM) focused activities to offer remediation and enrichment.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Professional Development on High Yield Tier I Instruction	Teachers will receive various professional learning opportunities in Math.	Professional Learning	Tier 1	Implement	08/16/2017	06/22/2018	\$20000	General Education Staff, Support Staff, Title and 31 staff, School Leader, Instructional Coach



## District Improvement Plan

Cesar Chavez Academy

Professional Development on High Yield Tier I Instruction	The staff will receive training on how to implementation of the common core state standards and on how vertically align the curriculum. Frequent observations will take place by the instructional coach, the school leader, and the district coordinator of student learning to ensure that best practices are being used to teach the common core state standards. Summative assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the program.	Implementation, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$6000	Instructional staff, instructional coaches, school leaders, and the district coordinator of student learning
Professional Development	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The district administrative team is responsible for this activity.
Professional development on cross curricular instruction	PD on cross curricular instruction to support teachers in implementing high engaging lessons	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	School leader, instructional coach, support staff and instructional staff

**District Improvement Plan**

Cesar Chavez Academy

Professional Development	Teachers will be provided with ongoing professional development on the technology resources purchased in the district.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum and RVP) are responsible for facilitating professional development workshops
Professional Development	Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$13000	District administrative team School leaders, district coaches, instructional coaches.
Sustainable PD on Using Technology	Instructional staff will be equipped the essential tools to teach using Ipads and technology in the form of on-going professional development	Professional Learning, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$2000	Instructional staff, coach, school leader, and district coordinator of student learning

**District Improvement Plan**

Cesar Chavez Academy

Professional Development/Implementation of the Integrated Math strategy	All secondary math teachers will be provided with ongoing professional development to incorporate the integrated math approach aligned to the CCSS (Common Core State Standards).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The High School's administrative team (school leader, instructional coach, ELL coach, district curriculum director and RVP) are responsible for facilitating professional development workshop.
Professional Development on Mapping and Pacing Guides	As a result of sustainable professional development, teachers will align the curriculum with maps and pacing guides to monitor the mastery and delivery of all lessons needed to be taught throughout the school year. Students be taught all skills needed to progress to the next grade level while using various resources to do so.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3624	School leader and coach
Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI (For example, Marzano's high yield instructional strategies).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$12000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.

## District Improvement Plan

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PBIS Professional Development	Professional development provided to staff to ensure full implementation of the program to promote an atmosphere of respect, safety, and responsibility. Additionally, the PBIS team will provide frequent presentations on the PBIS program and discussions on the effectiveness of the program will be conducted throughout the year	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	School leaders, instructional coaches, PBIS teams, teachers, and support staff
Professional development / PLC/Instructional Learning Cycles	The district administrative team and teachers will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- MDE conference and SIOP training. Teachers will receive various professional learning opportunities in Social Studies.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating the professional learning communities and PD.
Professional Development on High Yield Tier I Instruction	The staff will receive training on how to implement of the common core state standards and on how vertically align the curriculum. Frequent observations will take place by the instructional coach, the school leader, and the district coordinator of student learning to ensure that best practices are being used to teach the common core state standards. Summative assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the program.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$6000	Instructional staff, instructional coaches, school leaders, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Professional development / PLC	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- Hands on Math and Science and Inquiry based science. CCA uses Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Teachers will attend professional development that educates them on the new standards (NGSS) and the strategies needed to implement the Michigan Science Curriculum successfully. We need professional development on implementing the updated FOSS kits in order to help teachers use the kits in the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$2000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring the implementation of the EMP.
Professional Development for District Leadership	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	The district administrative team

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Cesar Chavez Academy

Professional Development	Professional development will be provided to create an effective RtI team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction. Interventionists / Title I teachers will be provided with ongoing training in using the progress monitoring tools and intervention strategies in reading and math. Additional staff (Title I teachers, Math and Reading specialist) will be hired in each building to support the RtI process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator and RVP) are responsible for facilitating professional development workshop.
Sheltered Instruction Training that addresses 8 components of SIOP	Teachers will attend training in the 8 components of Sheltered Instruction throughout the school year.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, ELL coaches
Continuous planning of professional development sessions focused on quality instruction and best practices by administration.	Staff will engage in a series of PD that expounds on best practices.	Implementation, Academic Support Program, Curriculum Development, Professional Learning, Materials, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$35000	School leader and instructional coach
Benchmark Data Analysis Professional Development	Professional development will be provided that will give the instructional staff the skills needed to analyze benchmark data and how to use that data to further student achievement.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	School leaders, instructional coaches, instructional staff

## District Improvement Plan

Cesar Chavez Academy

<p>MTSS/Rtl Professional Development</p>	<p>Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.</p>	<p>Professional Learning</p>	<p>Tier 2</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5500</p>	<p>Instructional coaches, instructional staff, interventionists, Rtl coordinators</p>
<p>Professional development / PLC</p>	<p>Teachers will be provided with ongoing professional development on strategies for implementing DI (For example, Marzano's high yield instructional strategies).</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$20000</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.</p>
<p>Writing Across the Science Curriculum</p>	<p>Professional development focused on writing across the content areas will educate instructional staff on how to build in rigor through increased opportunities to write. Students will increase the amount of writing to showcase content knowledge and practice Next Generation Science Standards skills.</p>	<p>Implementation, Professional Learning</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5000</p>	<p>School leader, instructional coach, instructional staff, support staff</p>

## District Improvement Plan

Cesar Chavez Academy

Professional Development on RLAC /Phonics First and Phonemic Awareness	Teachers will receive sustainable and ongoing professional development on targeted interventions.	Monitor	Tier 2	Implement	08/16/2018	06/21/2019	\$3500	School leader, instructional coach, instructional staff
Professional Development	Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	District administrative team School leaders, district coaches, instructional coaches.
Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	School leader, instructional coach, administrative team, support staff, and the district coordinator of student learning
Professional Development on Reading Best Practices and Assessment	Students will academically benefit from lessons that are engaging, meet their needs, and work with resources that teachers and support staff deliver with reading instruction. Instructional staff will participate in a professional development on best practices specifically Making Meaning, Independent reading, Adolescent Accelerated Reading Initiative.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$4800	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning



## District Improvement Plan

Cesar Chavez Academy

Formative Assessment and Data Analysis Professional Development	Instructional staff and coaches will receive professional development on developing formative assessments, and on analyzing and effectively using the formative assessment data. Instructional staff will be presented with a variety of strategies on how to implement and utilize the data gathered from formative assessments	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leader, instructional staff, instructional coach and district coordinator for student learning
PBIS Professional Development	Off- or on-site PDs throughout the year to ensure full implementation of the school wide PBIS program to promote an atmosphere of respect, safety, and responsibility. In addition, the PBIS team also provides frequent presentations on the PBIS program and discussions on the evaluation of the program are planned during staff meetings and PD days.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	School leadership, instructional leadership team, instructional staff, support staff, office staff
Increase and Provide PD on SIOP and Best Practices for ELL Students	District will provide an increase of PDs days with a focus on educating ELL on all levels (servicing and exiting students).	Implementation, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	School leader, ELL coach and instructional coach

## District Improvement Plan

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Professional development / PLC	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The district administrative team.
Response to Intervention/Data Coach	A response to intervention coach will oversee the RtI process and support in reviewing data, implement intervention groups, schedule parent meetings, facilitate RtI meetings	Implementation, Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$33000	Administration
District and School Improvement Planning Professional Development	District improvement team members will require professional development on: Grants, Legislative Policies & Procedures, ASSIST diagnostics, District/School Improvement Frameworks, Data Review and Analysis, Curriculum Alignment, Program Evaluation, and Effectively Using Technology.	Professional Learning, Policy and Process	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, school improvement team leads, and the district coordinator for student learning

**District Improvement Plan**

Cesar Chavez Academy

Writing Workshops	Professional learning in writing across the curriculum.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	School Leaders, Curriculum Director
Professional Development	Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$7000	District administrative team School leaders, district coaches, instructional coaches.
Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, Using Data to Improve Student Engagement, Data Driven Instruction). On-going professional development in the area of differentiated instruction, use of interventions within the classroom, ESL and language acquisition training, and further curriculum development. Substitute placement to cover staff during professional development days Professional Learning Communities Relevant conferences for Social Studies department  School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, Rtl, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$7000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.

## District Improvement Plan

Cesar Chavez Academy

Professional Development	Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	District administrative team School leaders, district coaches, instructional coaches.
Professional development / PLC	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- Hands on Math and Science and Inquiry based science. CCA uses Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Teachers will attend professional development that educates them on the new standards (NGSS) and the strategies needed to implement the Michigan Science Curriculum successfully. We need professional development on implementing the updated FOSS kits in order to help teachers use the kits in the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring the implementation of the EMP.
PD on Close & Critical Reading Strategies	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$3500	All ELA Instructors

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Professional development / PLC	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- Hands on Math and Science and Inquiry based science. CCA uses Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Teachers will attend professional development that educates them on the new standards (NGSS) and the strategies needed to implement the Michigan Science Curriculum successfully. We need professional development on implementing the updated FOSS kits in order to help teachers use the kits in the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$434	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring the implementation of the EMP.
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$18200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.

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Rtl Professional Development	Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School leaders, instructional staff, instructional coaches, interventionists, Rtl coordinators
Professional Development on Using Technology with Elementary Students	At least two sessions, on or off site, will be offered for teachers to attend to receive research on the impacts of reading and writing in relationship to technology. Teacher choices include; Accelerated Reader, iPad training, Promethean training, Solo6.	Professional Learning, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$2500	Instructional staff, coach, school leader, and district coordinator of student learning
Formative Assessment and Data Analysis Professional Development	Instructional staff and coaches will receive professional development on developing formative assessments, and on analyzing and effectively using the formative assessment data. Instructional staff will be presented with a variety of strategies on how to implement and utilize the data gathered from formative assessments	Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional staff, instructional coach and district coordinator for student learning
SVSU ESL Endorsement Program	Certified teachers will be able to enroll in an ESL Endorsement Program from Saginaw Valley State University. The program will be onsite and include a tuition discount.	Professional Learning	Tier 2	Getting Ready	08/15/2018	06/21/2019	\$35000	School leaders, district coordinator for student learning, RVP, instructional coaches

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SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 1	Monitor	08/16/2017	06/22/2018	\$18200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI hands on activities for Science. Staff will benefit from participation in a professional learning community that coordinates practice of differentiated instruction and formative assessments. Staff will also create common science assessments. Cross Curricular Planning Professional Development and planning time to implement Incorporating Flipped Classroom. Professional Development opportunities to support NGSS curriculum shift and NGSS best practices through improved interventions. Includes: cross curricular reading and writing, cross curricular scientific exploration, Science, Technology, Engineering, Arts, and Math (STEAM) focused activities to offer remediation and enrichment.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$7000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Benchmark Data Analysis Professional Development	Professional development will be provided that will give the instructional staff the skills needed to analyze benchmark data and how to use that data to further student achievement.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	School leaders, instructional coaches, instructional staff

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Cesar Chavez Academy

Professional Development/Learning	School personnel such as the parent liaison and social worker who serve as the MV Liaison will participate in regular professional learning sessions.	Academic Support Program, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School Leader, MV Liaison
Professional development / PLC	<p>Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, Using Data to Improve Student Engagement, Data Driven Instruction). On-going professional development in the area of differentiated instruction, use of interventions within the classroom, ESL and language acquisition training, and further curriculum development. Substitute placement to cover staff during professional development days Professional Learning Communities Relevant conferences for Social Studies department</p> <p>School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, Rtl, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.</p>	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.



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Professional development / PLC for MTSS	Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.	Professional Learning	Tier 2	Monitor	08/16/2018	06/21/2019	\$9000	The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for facilitating professional development workshop.
Professional Development for District Leadership	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	The district administrative team

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<p>School Leadership Training</p>	<p>Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Getting Ready</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5000</p>	<p>District Administrative Team</p>
<p>Professional development / PLC</p>	<p>Teachers and district administrative teams will be provided with ongoing professional development on the SIO P components( For example, MABE conference - Michigan Association for Bilingual Education and onsite professional development). Staff will benefit from continued professional development and coaching in successfully implementing the 8 components of S.I.O.P as they relate to science instruction. Teachers will utilize the SIO P model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$2000</p>	<p>The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring this strategy.</p>

## Activity Summary by School

Below is a breakdown of activity by school.

### All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Professional development / PLC/Instructional Learning Cycles	The district administrative team and teachers will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- MDE conference and SIOP training. Teachers will receive various professional learning opportunities in Social Studies.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$40000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating the professional learning communities and PD.

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Monitor Strategy	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies on a daily basis using a common walk through tool. District coach, instructional coaches. and schools leaders will analyze data monthly to determine the effectiveness of the strategy	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Daily walk-through / In-class support	Instructional coaches, District ELL coach and district coordinator for student learning will conduct daily walk through to provide teachers with non-evaluative and evaluative feedback.	Walkthrough	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The district administrative team
Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, Using Data to Improve Student Engagement, Data Driven Instruction). On-going professional development in the area of differentiated instruction, use of interventions within the classroom, ESL and language acquisition training, and further curriculum development. Substitute placement to cover staff during professional development days Professional Learning Communities Relevant conferences for Social Studies department  School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, Rtl, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$17000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.

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<p>Purchase resources to support Rtl / DI</p>	<p>Teachers will be provided with materials and supplies to support SIOP, Rtl, DI and other best practices. For example, visual aides graphic organizers, grade leveled books, maps and social studies manipulative (For example: videos and writing journals) that support the best practices and enhance instruction.</p>	<p>Academic Support Program, Materials</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$92500</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing resources that support best practices.</p>
<p>Professional development / PLC</p>	<p>Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$5000</p>	<p>The district administrative team.</p>

## District Improvement Plan

Cesar Chavez Academy

Instructional Coaching for Teachers	The Instructional Coaches, District ELL Coach and district coordinator for student learning will help teachers improve quality of their instruction, by modeling lessons and providing resources that support the combination of both content and literacy strategies to maximize student growth.	Professional Learning, Teacher Collaboration	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.
Monitor the Implementation of SIOP components	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.
Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI (For example, Marzano's high yield instructional strategies).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$32000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.

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Develop a strategic plan	The district will develop a strategic plan to work with outside agencies that have developed programs to enhance students knowledge of science. For example, AWIM, STEM and MSU gaming program. The district will also utilize programs offered by Saginaw Valley State University.	Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$8000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these programs.
Curriculum Alignment to NGSS	Staff will tightly align the curriculum to the Science standards that are recommended by Saginaw Valley State University (either science GLCEs or Next Generation Science Standards). Utilization of Naiku, or a program similar, that will be used to monitor and track the progress of students' understanding of grade level content (including state and NGSS standards). This will drive instruction by providing a link between content standards, direct instruction, student progress, and assessments allowing for targeted interventions and support for all students in all tiers. Greater monitoring of standards based instruction.	Curriculum Development	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for the monitoring the alignment.

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Professional development / PLC	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum, instruction and assessment outlined in the Educational Management Plan. For example- Hands on Math and Science and Inquiry based science. CCA uses Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Teachers will attend professional development that educates them on the new standards (NGSS) and the strategies needed to implement the Michigan Science Curriculum successfully. We need professional development on implementing the updated FOSS kits in order to help teachers use the kits in the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$7934	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring the implementation of the EMP.
Monitor Strategy	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies using common walk through tools.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$240000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of these strategies on a daily basis.
Off campus learning	Administration and teachers will plan off campus learning activities for students aimed at deepening scientific understanding and developing inquiry skills.	Field Trip, Extra Curricular	Tier 1	Implement	08/15/2018	06/21/2019	\$5755	The school leaders and instructional coaches are responsible for this activity.



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Professional development / PLC	Teachers will be provided with ongoing professional development on strategies for implementing DI hands on activities for Science. Staff will benefit from participation in a professional learning community that coordinates practice of differentiated instruction and formative assessments. Staff will also create common science assessments. Cross Curricular Planning Professional Development and planning time to implement Incorporating Flipped Classroom. Professional Development opportunities to support NGSS curriculum shift and NGSS best practices through improved interventions. Includes: cross curricular reading and writing, cross curricular scientific exploration, Science, Technology, Engineering, Arts, and Math (STEAM) focused activities to offer remediation and enrichment.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$22000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for facilitating professional development workshop.
Purchase additional resources	Teachers will be provided with materials and supplies to support the best practices. For example, visual aides graphic organizers, grade leveled books, math and science manipulative (For example: Science kits, science software programs and graphing calculators) that support the best practices and enhance instruction.	Implementation, Materials, Other	Tier 1	Implement	08/15/2018	06/21/2019	\$25000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) is responsible for the purchase of resources needed to support DI.

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Revise schedule	School administrators will increase the number of hours allocated to science instruction. The MS will add an additional science elective and the ES will increase the instructional time from 30 minutes to 60 minutes daily.	Implementation, Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will ensure the implementation of the strategy.
Daily walk-through / In-class support	Instructional coaches, District ELL coach and Curriculum Director will conduct daily walk through to provide teachers with non-evaluative feedback.	Academic Support Program, Walkthrough	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.
Data Analysis	Instructional coaches, District ELL coach and district coordinator for student learning will analyze building level data by grade and content to assist in planning instruction.	Evaluation, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$0	The district administrative team.
Professional Development	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The district administrative team is responsible for this activity.

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Monitor Strategy	The district coordinator for student learning, instructional coaches and schools leaders will analyze data monthly to determine the effectiveness of the strategy. Administration will purchase a data warehouse application in order to monitor the implementation, gather data for professional development and track progress of students.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$30000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy on a daily basis.
Professional development / PLC	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components( For example, MABE conference - Michigan Association for Bilingual Education and onsite professional development). Staff will benefit from continued professional development and coaching in successfully implementing the 8 components of S.I.O.P as they relate to science instruction. Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$12000	The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for monitoring this strategy.
Purchase additional resources	Teachers will be provided with materials and supplies to support the best practices. For example, visual aides graphic organizers, grade leveled books, math and science manipulative (For example: legos , science kits and writing journals) that support the best practices and enhance instruction.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	The school leader is responsible for the purchase of additional materials.

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After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$98000	School leader, instructional coach, instructional staff.
ELL Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in Reading and Writing. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$47700	School leaders, instructional coach, instructional staff.
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement	Tier 2	Implement	08/16/2018	06/21/2019	\$36940	School leader, instructional coach, consultant, and teachers.
Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$70000	School leader, instructional coach, teachers
Curriculum Alignment to CCSS	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).	Curriculum Development, Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$3000	The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement) are responsible for purchasing this resource.

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Data Analysis of Curriculum	District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.	Curriculum Development, Technology, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$120000	District Coordinator of student learning and achievement, the school instructional coaches and school leaders are responsible for analyzing data.
Curriculum Alignment Professional Development	The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example- MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$44750	The district's administrative team (school leaders, instructional coaches, ELL coach, coordinator of student learning and achievement)
Monitor Strategies	The district's administrative team (school leaders, instructional coaches, ELL coach, district curriculum and RVP) will monitor the implementation of these strategies on a daily basis.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$120000	District administrative team
Professional Development	Teachers will be provided with ongoing professional development on strategies for implementing DI in reading comprehension and informational text, incorporating reading stations and labs, and into all Tier I instruction. In addition, training will be provided utilizing Marzano's high yield instructional strategies, Fogarty and Associates techniques for DI, Whole Brain Teaching, Daily 5, Ten a Day, Tiered Instruction, Writing in the Common Core, Phonemic Awareness, and Implementing the CCSS.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$65000	District administrative team School leaders, district coaches, instructional coaches.

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Purchase additional resources	Teachers will be provided with materials and supplies to support the best practices. For example, visual aids graphic organizers, grade leveled books, books on tape, head phones, Kindles and writing journals and materials for writers workshop, idiom of the day cards, interactive smart board games, CCSS flip charts to enhance instruction in reading and writing, online resources and applications.	Supplemental Materials	Tier 1	Implement	08/16/2018	06/21/2019	\$18000	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for researching, recommending and the purchase of additional resource materials.
Hire additional Academic Support staff	The district will hire or retain additional staff (Title I teachers, Math and Reading specialists, academic support staff) and ELL certified lead teachers to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual needs of each student. The students progress will be monitored through the RtI process.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$1730324	School leaders are responsible for hiring staff.
Walk-Throughs	Instructional coaches, District ELL coaches and Curriculum Director will conduct daily walk through to provide teachers with formal and informal feedback. Walk-Throughs will utilize a common tool in order to provide consistent and timely feedback, allowing for the results to be analyzed and reported. Daily, Weekly and Monthly walk-throughs will be used as a form of data to measure success of various components of learning.	Walkthrough, Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	School leader, instructional staff, instructional coach and district coordinator for student learning
Data Analysis	Analyze student achievement data to drive instruction, make recommendations for school improvement goals and professional development.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	The district administrative team

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<p>Professional Development for District Leadership</p>	<p>Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$20000</p>	<p>The district administrative team</p>
<p>Parent Literacy Resources</p>	<p>Materials and supplies pertaining to the core subject areas will be purchased to support the parent workshops.</p>	<p>Parent Involvement</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$25000</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) are responsible for researching, recommending and the purchase of additional resource materials.</p>

**District Improvement Plan**

Cesar Chavez Academy

Hire or retain additional support staff	<p>The district will hire or retain additional support staff (Title I teachers, Math and Reading specialist, Data/Rtl Coach) to increase student achievement among the cadre of students placed in tiers II and III. Based on student achievement data, the interventionist(s) will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students' progress will be monitored in the Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven Rtl process. Instructional support staff provide small group instruction using materials that directly address the students areas of academic need for at least forty minutes, 4 days a week. 31A Highly Qualified aides provide interventions for students who are at risk in reading and math. Assessment data is obtained through a variety of assessments. Interventions are based on targeted skills. 31a and Title 1 paraprofessionals assist students in areas of academic concern while monitored by the coach to facilitate D.I. and R.T.I. Paraprofessionals work with teachers to give interventions and provide instructional and behavioral support.</p>	Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$652456	<p>The districts administrative team (school leaders, Cesar Chavez Academy instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for hiring staff to support the Rtl program.</p>
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**District Improvement Plan**

Cesar Chavez Academy

<p>Monitor the MTSS Process</p>	<p>The district administrative team will monitor the MTSS process across the district. All teams are expected to use at least 6-8 data points aligned the the Common Core State Standards to determine the growth of students. Data points include NWEA, Accelerated Reader, Study Island, Exam view Pre and Post test, Read 180- Tier III and ELL, ACT/MME Pre and Post test, DIBELS K-3 and Phonics screeners.</p>	<p>Academic Support Program, Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>The districts administrative team(school leaders, instructional coaches, district coordinator for student learning and RVP), in collaboration with Data/Rtl coaches, are responsible for monitoring the MTSS programs.</p>
<p>Professional development / PLC for MTSS</p>	<p>Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.</p>	<p>Professional Learning</p>	<p>Tier 2</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$9350</p>	<p>The districts administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and achievement and RVP) are responsible for facilitating professional development workshop.</p>

**District Improvement Plan**

Cesar Chavez Academy

Purchase Progress Monitoring Tools	The district administrative team will purchase progress monitoring tools such as Read 180, Study Island, Moby Max, NWEA to monitor student growth and acquisition of the CCSS in order to meet the needs of all students, particularly those performing below grade level.	Academic Support Program, Technology, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$60000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) are responsible for purchasing the tools needed for the MTSS programs.
Curriculum Alignment to CCSS	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).	Curriculum Development, Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$3000	The staff will be provided with curriculum resources such as Curriculum Crafter or Atlas Rubicon to support the creation and implementation a Cesar Chavez curriculum aligned to the Common Core State Standards (CCSS).

**District Improvement Plan**

Cesar Chavez Academy

<p>Data Analysis of Curriculum</p>	<p>The district administrative team will review data from the progress monitoring tools: Study Island, NWEA, Fast math, and the SAT test and district formative and summative assessments. District coach, instructional coaches and school leaders will analyze data from progress monitoring tools and screeners to determine the effectiveness of the curriculum. This will include utilizing a data warehouse.</p>	<p>Curriculum Development, Technology</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$120000</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for monitoring student performance data.</p>
<p>Curriculum Alignment Professional Development</p>	<p>The district administrative team will participate in ongoing professional development to support the alignment of the curriculum to the Common Core State Standards and the instruction and assessment outlined in the (QSIP). For example- MDE conference, SIOP training and Common Core State Standard implementation and Marzano's strategies.</p>	<p>Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$44750</p>	<p>The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for facilitating professional development workshop.</p>

**District Improvement Plan**

Cesar Chavez Academy

Data Analysis	District coordinator for student learning, instructional coaches and schools leaders will analyze data monthly to determine the effectiveness of the strategy. The district will purchase a license for a data warehouse in order to monitor and track student performance.	Evaluation	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for analyzing data.
Monitor Strategy	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning) will monitor the implementation of this strategy on a daily basis. The district will purchase a common tool to gather data. Teachers will provide students with differentiated instruction within all Math classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use small groups and/or one-to-one individualized instruction.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning, and RVP) are responsible for monitoring the strategy.

## District Improvement Plan

Cesar Chavez Academy

Professional Development on DI	Teachers will be provided with ongoing professional development on strategies for implementing DI ( For example, Marzano's high yield instructional strategies, formative assessment).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$6000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP)and teachers are responsible for monitoring and implementing this strategy.
Purchase resources to support DI	Teachers will be provided with materials and supplies to support the best practices identified to increase student achievement. For example, visual aides graphic organizers, grade leveled books, math and science manipulatives (e.g. legos and writing journals), and progress monitoring applications (e.g. Moby Math) that support the best practices and enhance instruction.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$14000	The school leaders and instructional coaches are responsible for purchasing additional materials.
Data Analysis	Instructional coaches, District ELL coaches and District Coordinator for Student Learning will analyze building level data by grade and content to assist in planning instruction	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The district administrative team

**District Improvement Plan**

Cesar Chavez Academy

Professional Development	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The district administrative team
Professional Development	Professional development will be provided to create an effective RtI team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction. Interventionists / Title I teachers will be provided with ongoing training in using the progress monitoring tools and intervention strategies in reading and math. Additional staff (Title I teachers, Math and Reading specialist) will be hired in each building to support the RtI process.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator and RVP) are responsible for facilitating professional development workshop.

## District Improvement Plan

Cesar Chavez Academy

Progress Monitoring Tools	The district administrative team will purchase progress monitoring tools such as Read 180, DIBELS, Study Island, Scantron , Fast math, AIMS web, Read naturally and Phonics First.	Academic Support Program, Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	The districts administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) are responsible for researching and purchasing progress monitoring tools.
Hire or retain additional support staff	The district will hire or retain additional staff (Title I teachers, Math specialists, and reading specialists) to increase student achievement among the cadre of students placed in tiers II and III and during extended learning opportunities. Based on student achievement data, the interventionists will work exclusively with small groups to differentiate instruction to meet the individual need of each student. The students progress will be monitored in the Rtl process.	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$730824	School leaders are responsible for hiring staff.
Planning Meeting	District leadership staff and representatives from building-level School Improvement Teams will attend a Summer Learning / Extended Day planning meeting to review student rosters, student achievement data, curriculum and resources.	Teacher Collaboration	Tier 2	Monitor	08/15/2018	06/21/2019	\$0	District coordinator for student learning and instructional coaches
Hire Staff to Support Secure Campus Environment	All Schools will utilize 31A funding to promote a safe and secure environment.	Policy and Process	Tier 1		08/15/2018	06/21/2019	\$21500	School leader

**District Improvement Plan**

Cesar Chavez Academy

Increase Bandwidth	Increase bandwidth in every building to increase wireless capacity.	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The school leaders are responsible for working with the tech team to increase the bandwidth.
Professional Development	Teachers will be provided with ongoing professional development on the technology resources purchased in the district.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$20000	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum and RVP) are responsible for facilitating professional development workshops



## District Improvement Plan

Cesar Chavez Academy

Purchase additional resources to support RtI / DI	The district will purchase computer software to support technology resources. For example, curriculum crafter to support DI, Solo 6 and Study Island to support low level readers and Fast Math to support basic skills needed in math.	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$87500	The districts administrative team (school leaders, instructional coaches, ELL coach, district curriculum director and RVP) are responsible for researching, recommending and the purchase of additional resource materials.
Utilize Instructional Coaches	The district will utilize the instructional coach in each building in order to provide academic support, resources, and professional feedback to teachers in order to improve teaching and learning in each classroom. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$400000	School leader, district coordinator for student learning, instructional coaches
Staff to Support Secure Learning Environment	CCA will hire and retain staff who will promote a safe and secure learning environment including security, dean of students, PBIS coordinator, etc.	Behavioral Support Program, Other	Tier 1	Monitor	08/16/2018	06/21/2019	\$135000	School leaders

## District Improvement Plan

Cesar Chavez Academy

Anti-bullying	CCA will provide an age-appropriate, evidence-based violence prevention and education program for students, which addresses the legal, personal and social consequences of violence and disruptive behaviors, including bullying and harassment. This includes activities designed to help students develop a sense of individual responsibility and respect for the rights of others, and to resolve conflicts without violence.	Behavioral Support Program	Tier 1	Implement	08/15/2018	06/21/2019	\$75000	School leader
PBIS Professional Development	Professional development provided to staff to ensure full implementation of the program to promote an atmosphere of respect, safety, and responsibility. Additionally, the PBIS team will provide frequent presentations on the PBIS program and discussions on the effectiveness of the program will be conducted throughout the year	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	School leaders, instructional coaches, PBIS teams, teachers, and support staff
PBIS Meetings	PBIS teams will meet monthly in order to discuss student behavior data, plan PBIS activities, and discuss practices, procedures and implementation of the program. Results and details will be communicated to all stakeholders.	Teacher Collaboration	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leaders, instructional coaches, PBIS teams
Utilize the LEADS System	The district will utilize the LEADS System within PowerSchool, in order to collect and disaggregate student behavior data.	Technology, Materials, Policy and Process	Tier 1	Implement	08/15/2018	06/21/2019	\$2000	School leaders, support staff
Writing Workshops	Professional learning in writing across the curriculum.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	School Leaders, Curriculum Director
Daily Use of "Can Do/I Can" Statements	Instructional Staff will refer to and use WIDA standards to deliver instruction, monitor growth and evaluate teaching strategies.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff and administration
Staff will receive technical support to ensure implementation with fidelity of ILCs.	Teaching staff, along administration will receive support from TLG and WRESA to sure ILCs are implemented with fidelity.	Academic Support Program, Teacher Collaboration, Monitor, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$125000	School leader, instructional coach, WRESA and TLG

## District Improvement Plan

Cesar Chavez Academy

All teachers will use, refer to and update word walls.	Teachers will use word walls to build vocabulary.	Walkthrough, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/14/2019	\$650	Teachers, instructional staff, instructional and ELL coach
Teachers will use graphic organizers, such as the Frayer Model to introduce content vocabulary.	Teachers will use many graphic organizers to help with comprehend of content.	Implementation, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$650	Teachers, instructional and ELL coach, administration
All classrooms will utilize close and critical reading strategies when reading content material.	Teachers will receive PD on close and critical reading strategies and are expected to use them in weekly classroom instruction and planning for whole group and small group.	Academic Support Program, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2017	06/22/2018	\$550	Instructional staff, instructional coach, administration and ELL coach
Continuous planning of professional development sessions focused on quality instruction and best practices by administration.	Staff will engage in a series of PD that expounds on best practices.	Implementation, Academic Support Program, Curriculum Development, Professional Learning, Materials, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$35000	School leader and instructional coach

**District Improvement Plan**

Cesar Chavez Academy

<p>Teaching the Common Core State Standards</p>	<p>In order to create accountability for students, teachers, administrators and the school, all staff will assist in the development of curriculum, cross-curricular units, lessons and activities that are aligned to the Common Core State Standards (CCSS), This will be accomplished by using a rigorous lesson planning model. This model will be used to translate the standards into learning. By focusing on continuous improvement, the staff will employ exemplary practices that will increase learning and achievement. Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills.</p> <p>The staff will:</p> <ul style="list-style-type: none"> <li>- Clarify/Interpret the expectations of the CCSS in terms of knowledge, understanding, and skills.</li> <li>- Develop common assessments that will provide evidence of student learning.</li> <li>- Develop student learning maps that provide a focus for teacher planning and clearly communicate the expected learning to students.</li> <li>- Develop lessons and units that incorporate research-based and exemplary practices to ensure that students learn what is expected.</li> </ul> <p>In order for the staff to ensure that classroom lessons, assessments, and instruction are driven by the common core state standards, the staff will create student learning maps. These maps will be derived from the academy's standards driven curriculum. This process will clarify the standards into terms of what students need to know and be able to do in order to be successful at their grade level. The development of the student learning maps will provide a consistent access to the standards and the curriculum throughout the school. This activity will be monitored by the instructional coach, district coordinator of student learning, and the school leader and will be evidenced by the submission of student learning maps, along with lesson plans that follow them. This will require an online observation tool/app to record observations, transmit feedback, and generate data.</p>	<p>Monitor, Direct Instruction</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$6000</p>	<p>Instruction staff, instructional coaches, school leaders, district coordinator of student learning</p>
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## District Improvement Plan

Cesar Chavez Academy

<p>Effective and Ongoing Data Analysis</p>	<p>FocalPointK-12, or a program similar, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.</p> <p>The instructional leadership team and teachers will collaborate to monitor assessment results to identify areas of deficit. Collaborative planning with the instructional leadership team and all instructional staff and support staff will base decision making off of data analysis of assessment results. Naiku, or a similar program, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including Common Core State Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for all students in all tier levels.</p>	<p>Technology , Monitor</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$75000</p>	<p>Instructional staff, instructional coaches, school leaders, and district coordinator of student learning</p>
<p>Student Engagement</p>	<p>Teachers will receive professional development on engagement strategies which will be incorporated into their lesson plans and delivery. Classroom participation and mastery will increase from increased levels of engagement.</p>	<p>Supplemental Materials, Direct Instruction</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$25000</p>	<p>Instructional staff, instructional coaches, school leaders, and district coordinator of student learning</p>
<p>Academic Vocabulary</p>	<p>Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and prerequisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.</p>	<p>Direct Instruction</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$1000</p>	<p>Instructional staff, instructional coaches, school leaders, and district coordinator of student learning</p>

## District Improvement Plan

Cesar Chavez Academy

School Improvement Coach	The school improvement coach will provide assistance to the academy's School Improvement Team in planning, implementing, monitoring and evaluating school improvement strategies in order to ensure fidelity and effectiveness, including the coordination and implementation of federal, state, and local resources and programs. The coach will promote a knowledge base of effective strategies, assist in on-site professional learning, and participate in on-going and extensive professional development.	Curriculum Development, Professional Learning, Teacher Collaboration, Policy and Process	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	School Improvement Coach
Professional Development on Reading Best Practices and Assessment	Students will academically benefit from lessons that are engaging, meet their needs, and work with resources that teachers and support staff deliver with reading instruction. Instructional staff will participate in a professional development on best practices specifically Making Meaning, Independent reading, Adolescent Accelerated Reading Initiative.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$4800	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Rigorous Reading Strategies	Teachers will utilize best practices and recommended strategies to teach the Common Core State Standards including close reading, paired texts, use of graphic organizers, building background knowledge, and academic vocabulary instruction. Teachers will increase the use of informational text to align with recommendations set forth by national and state standards. Students will benefit from more rigorous instruction that aligns with the Common Core State Standards.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Close and Critical Reading and Writing Strategies	Staff throughout the district will incorporate the close and critical reading and writing strategies aligned to the CCSS (Common Core State Standards).	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$4000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process	Academic Support Program	Tier 1	Monitor	08/16/2018	06/21/2019	\$68250	Instructional staff, instructional coaches, school leaders, and support staff

**District Improvement Plan**

Cesar Chavez Academy

Writing Across the Content Areas	Writing curriculum and materials to teach and implement strategies across content area Professional development for instructional staff to improve the amount and rigor of writing across content areas	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Instructional staff, instructional coaches, school leaders, and support staff
Daily Use of Higher Order Thinking Skills/Bloom's Taxonomy	Teachers will require students to support their ideas, inferences, and opinions with logical reasons and text evidence. Teachers will have students create and answer questions at various depths of knowledge across the curriculum. Instructional staff will confirm this through biweekly walk-throughs.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leader, instructional staff, instructional coach and district coordinator for student learning

**District Improvement Plan**

Cesar Chavez Academy

<p>Data Analysis</p>	<p>The analysis of data through the instructional learning cycles will become a function of the department teams and will assist Cesar Chavez to have a more systematic approach to data driven decisions. This will be an ongoing process of continuous improvement; interpreting the data, identifying root causes and determining how to use the data to identify broad strategies and specific activities to foster our goal of 80% proficiency. These data analysis discussions are also the mode for analyzing data from strategy and activity implementation, as well as formative student achievement data to evaluate success and make adjustments if needed. The data discussion will use a variety of sources such as: classroom data, formative assessments, perception data, and benchmark tests. These will be used to make informed decisions concerning both advanced students and students who need remediation. Teachers will give a pre and post-test and use a student achievement data tracker to progress monitor student performance. The data discussion will help to facilitate and monitor the progress of student performance. Teachers will administer formative and summative assessments, which will allow the staff to make data-driven decisions regarding the learning needs of their students. This will be accomplished through collaboratively generated assessments both formative and summative. The formative assessments will provide teachers with immediate feedback on overall student understanding. The staff will receive training on the development of summative assessments, focusing on aligning the assessments with the curriculum and common core state standards. After this training, the staff will develop summative assessments in each subject area. The assessments will then be reviewed by the instructional coach. As we improve our systematic approach to data driven instruction, we will implement data walls to celebrate student success. The goal of the data wall is to build shared ownership, accountability, and awareness of progress toward school-wide goals and to reinforce positive messaging to school community for overall increased student achievement.</p> <p>Planned meetings to discuss data with general ed, special ed, paraprofessionals and support staff exists in many forms such as RTI, SIP, Grade level and Staff meetings. Teachers and support staff will analyze results for formative and</p>	<p>Monitor</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/16/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>School leader, instructional staff, instructional coach and district coordinator for student learning</p>
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## District Improvement Plan

Cesar Chavez Academy

	staff will analyze results for formative and summative assessments to plan and revise lesson delivery and strategies to determine what other materials or review is needed for the students' comprehension of material.							
Formative Assessment and Data Analysis Professional Development	Instructional staff and coaches will receive professional development on developing formative assessments, and on analyzing and effectively using the formative assessment data. Instructional staff will be presented with a variety of strategies on how to implement and utilize the data gathered from formative assessments	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leader, instructional staff, instructional coach and district coordinator for student learning
Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understandings of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Technology, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$10835	School leader, instructional staff, instructional coach and district coordinator for student learning
Data Analysis of Benchmark and Local Assessments	NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Instructional coach, school leader, and the district coordinator of student learning
Collaboration with District Coordinator of Student Learning	Students' academic progress, procedures, data resources and teaching/learning are discussed to ensure alignment across the district.	Evaluation, Teacher Collaboration, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional coach, school leader, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Hands-On Learning	Teachers and highly-qualified support staff will group students according to performance and observation outcomes to allow for appropriate learning opportunities and skills practice to enhance acquisition of content material. Differentiated instruction will be reflected in the teachers' lesson plans in all core subjects. Frequent observations will take place by the instructional coach to ensure the implementation of differentiated instruction. Common assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the activity. The teachers will need the necessary materials to implement differentiated instruction and learning stations. These include: activities, games, and manipulative materials. Teachers will collaborate within departments and across the curriculum to guide the planning. Lesson plans will be based on Michigan content standards, the CCA Curriculum, and the Common Core State Standards. Teachers employ the strategies needed to effectively differentiate lessons and assessments, based on student readiness, learning styles, and needs.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5500	Instructional coach, instruction staff, and support staff
At Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$375000	Instructional coach, instruction staff, and support staff
Reading Interventions	The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.	Academic Support Program	Tier 3	Evaluate	08/15/2018	06/21/2019	\$48500	The School Leader, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff

## District Improvement Plan

Cesar Chavez Academy

Utilize Technology	Students will use computer software programs (IXL, Study island, FocalPointK12, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. On a weekly basis, teachers will plan for students to work at their level on tasks through games, auditory learning and applying test taking skills with software such as Star Reader/Accelerated Reader, RAZ kids, StudyIsland, and Scholastic News that provide real time data to drive instruction.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$57400	School leadership, instructional leadership team, instructional staff, support staff, technology leadership
Utilize Technology/Hardware in the Classroom	Students will use iPads, laptops, desktops, NEOS, audio players, and other hardware to increase mastery and work at their ability level to address the gap in achievement.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	School leader, coach, teachers and support staff
District Improvement Meetings	The district will host a planning meeting to review student achievement data, credits and curriculum resources.	Curriculum Development, Getting Ready, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$0	School leaders, instructional coaches, school improvement team leads, and the district coordinator for student learning
District and School Improvement Planning Professional Development	District improvement team members will require professional development on: Grants, Legislative Policies & Procedures, ASSIST diagnostics, District/School Improvement Frameworks, Data Review and Analysis, Curriculum Alignment, Program Evaluation, and Effectively Using Technology.	Professional Learning, Policy and Process	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, school improvement team leads, and the district coordinator for student learning
After School Study Skills	Identify students that are at risk in language arts for after school support on targeted skills.	Academic Support Program	Tier 3	Monitor	08/16/2017	06/22/2018	\$16500	School leader, coach, teachers and highly qualified aides

## District Improvement Plan

Cesar Chavez Academy

Increase Use of Research and Evidence Based Interventions	Students will be exposed to a myriad of resources allocated from grant funds to intentionally help increase, fluency, comprehension, phonemic awareness, etc. during RTI time on a daily basis to also promote engagement and motivation in students.	Direct Instruction		Monitor	08/16/2018	06/21/2019	\$3000	School leader, coach and instructional staff
Academic Vocabulary	Teachers will incorporate academic vocabulary into daily lessons across all content areas.	Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$1000	Instructional Coach, General Education Teachers, Support Staff, School Leader, Special Education Teachers
Rtl Meetings	The school leadership team along with Rtl instructional team plan meetings to discuss the growth of students while examining progress monitoring tools and classroom data to create an action plan for student improvement. Meetings will be planned with instructional staff and administration to discuss data and the RTI process (tier students, gauge process and evaluate tools).	Academic Support Program, Monitor	Tier 2	Monitor	08/16/2018	06/21/2019	\$0	School leader, Social Worker, Special Education Teacher, General Education Teacher and Instructional Coach

## District Improvement Plan

Cesar Chavez Academy

Documented Referral Process	<p>At the beginning of the school year, teachers and support staff are educated on the referral process for Special Education Services and are expected to collect data during the first 4-6 weeks to discover what the areas of weaknesses are and gather input from the parents, support staff, and various data points. Every 4-6 weeks, the student's progress or the lack of is discussed to monitor strategies being used and plan for the next steps of implementation of techniques and strategies that directly highlight and address the areas of improvement.</p> <p>From gathering data, conducting interviews and various meetings about student progress (strengths and weaknesses) decisions are made regarding interventions and purchasing of programs and materials. Each Tier 2 and 3 student has a folder and portfolio that documents their performance and attempts made to increase performance (progress monitoring tools, parent letters and agendas from meetings).</p>	Policy and Process	Tier 2	Monitor	08/16/2018	06/21/2019	\$0	School leadership, instructional leadership team, instructional staff, support staff, office staff
PBIS Incentives	Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.	Behavioral Support Program	Tier 1	Monitor	08/16/2017	06/22/2018	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff
Marzano's Observation Tool	Web-based site license for Teacher Observations	Walkthrough, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, instructional coach, data coach, RTI coach, Department of Academic Achievement
Teacher Evaluation Platform	A framework for evaluating teachers and administrators will be selected. This framework will meet the requirements as dictated by the Michigan Department of Education. The framework will necessitate the acquisition of a data collection tool that works with the framework.	Evaluation, Policy and Process	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	School leaders, instructional coaches, district coordinator for student learning

## District Improvement Plan

Cesar Chavez Academy

Professional Development for Teacher Evaluation Platform	The administrative team will require professional development on the teacher/administration framework and the data collection tool.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Administrative Team
Professional Learning Communities	School and teacher leadership research articles, books, and various literature that expound on poverty, mastery of content, test taking strategies, DI, Rtl, best Practices, Climate/Culture, and instructional improvement. Instructional and support staff will meet to use research, classroom observations, and assessment results to drive improved instructional practices through collaboration and professional learning.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2000	School leadership, instructional leadership team, district coordinator for student learning, instructional staff, support staff
Collaboration with District Coordinator for Student Learning	Students' academic progress, procedures, data resources and teaching/learning are discussed to ensure alignment across the district.	Academic Support Program, Curriculum Development, Policy and Process	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$0	School leader, instructional coach and district coordinator for student learning
ELA Coach	An ELA coach will be contracted to provide job-embedded professional development to teachers in best practices for ELA instruction. This will be done through the use of instructional learning cycles. The ELA coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies. ELA coach will observe instruction in the classroom to guide the processes and provide feedback to impact student learning.	Evaluation, Curriculum Development, Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$13500	District coordinator for student learning, school leaders, instructional coaches, instructional staff, and ELA coach
After School Events	After school events such as literacy night, math night, and science night that will engage families will instructional activities and strategies that can be done at home. Students will be able to take home manipulative materials, books, and learning games to bridge the home/school connection.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$1500	administrative team, teachers, support staff
Distribute Literature to Inform Parents on ELA Strategies	Title funds will be utilized to offer learning materials to families to inform on Common Core expectations and how to work with their children at home.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$1500	School leader, instructional coach and instructional and support staff

## District Improvement Plan

Cesar Chavez Academy

Attendance/Truancy Coordinator	Stipend provided to attendance coordinator for keeping track of attendance and contacting families of truant students	Parent Involvement, Academic Support Program	Tier 3	Implement	08/16/2018	06/21/2019	\$35000	Administration, Community Liaison
Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$284500	District coordinator for student learning, instructional coaches, and schools leaders are responsible for analyzing data.
SVSU ESL Endorsement Program	Certified teachers will be able to enroll in an ESL Endorsement Program from Saginaw Valley State University. The program will be onsite and include a tuition discount.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	School leaders, district coordinator for student learning, RVP, instructional coaches
Collaboration Time	Lesson plans will be completed in collaboration between general education and special education teachers. The general education teacher prepares the first draft of the lesson plan. The special education and general education teachers then meet to discuss the plan. The special education teacher then creates a separate lesson plan, which mirrors the general education plan but modifies it based on the needs of the special education students in the class. Planning time will be built into the schedule to allow for this collaboration time.	Teacher Collaboration	Tier 3	Implement	08/16/2018	06/21/2019	\$0	General education teachers, special education teachers

## District Improvement Plan

Cesar Chavez Academy

<p>Effective and Ongoing Data Analysis</p>	<p>FocalPointK12, or a program similar, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including the Common Core State Standards, Michigan Science Standards, and Social Studies Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.</p> <p>The instructional leadership team and teachers will collaborate to monitor assessment results to identify areas of deficit. Collaborative planning with the instructional leadership team and all instructional staff and support staff will base decision making off of data analysis of assessment results. Naiku, or a similar program, is an online assessment platform that will be used to monitor and track the progress of students' understanding of the grade level content (including Common Core State Standards). It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for all students in all tier levels.</p>	<p>Technology , Monitor</p>	<p>Tier 1</p>	<p>Implement</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$75000</p>	<p>Instructional staff, instructional coaches, school leaders, and district coordinator of student learning</p>
<p>Professional Development on High Yield Tier I Instruction</p>	<p>The staff will receive training on how to implementation of the common core state standards and on how vertically align the curriculum. Frequent observations will take place by the instructional coach, the school leader, and the district coordinator of student learning to ensure that best practices are being used to teach the common core state standards. Summative assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the program.</p>	<p>Implementation, Professional Learning</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$6000</p>	<p>Instructional staff, instructional coaches, school leaders, and the district coordinator of student learning</p>
<p>Best practices for teaching math aligned to Common Core</p>	<p>All teachers and instructional staff will demonstrate an understanding of and will utilize the most effective research based best practices for teaching math and increasing student achievement.</p>	<p>Direct Instruction</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>All teachers; instructional coach; school leader</p>



## District Improvement Plan

Cesar Chavez Academy

Grade level meetings	Grade level teachers will meet on a regular basis to focus on and collaborate about instructional best practices.	Communication	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers; instructional support staff; instructional coach; school leader
Math coach	A Math coach will be contracted to provide job-embedded professional development to teachers in best practices for mathematics instruction. This will be done through the use of instructional learning cycles. The Math coach will meet with teachers during staff and grade level meetings to discuss depth of knowledge, common assessments and highly effective teaching strategies.	Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	All teachers; instructional support staff; instructional coach; school leader
Professional Development on High Yield Tier I Instruction	Teachers will receive various professional learning opportunities in Math.	Professional Learning	Tier 1	Implement	08/16/2017	06/22/2018	\$20000	General Education Staff, Support Staff, Title and 31 staff, School Leader, Instructional Coach
Increase Levels of Engagement	Students mastery levels will increase with the intentional planning of engagement strategies taught through PLCs and professional developments. Students and teachers will use graphic organizers when modeling and displaying mastery. Students will utilize problem solving skills across all subjects including reading, writing, science, social studies, math and health as well. Students will use student friendly rubrics for self reflection and monitoring of understanding of the expectations.	Direct Instruction	Tier 1	Monitor	08/16/2017	06/22/2018	\$1000	School leader, instructional coach, instructional staff
Professional Development- Rigor and Cognitive Demand	Teachers will participate in professional development to support rigor and cognitive demand	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	administrative team

## District Improvement Plan

Cesar Chavez Academy

School Leadership Training	Instructional coaches, District ELL coaches and the District Coordinator for Student Learning will ensure staff engages in effective sustained professional learning experiences by using data and working collaboratively with the district administrative team to support the QSIP. In order to accomplish this, the school leaders, instructional coaches, and district coordinator for student learning will participate in training that focus on key practices for effective school leadership. Research confirms that strong leadership is the second most influential factor for improving schools. The training will sharpen leadership skills that support proper implementation of strategies for school improvement. These practices will center around: establishing high expectations for all, create a climate that is conducive to learning, building leadership capacity, create a climate that is conducive to learning, cultivate leadership in others, improve instruction and student achievement, and manage people, data, and process.	Professional Learning	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$5000	District Administrative Team
SVSU ESL Endorsement Program	Certified teachers will be able to enroll in an ESL Endorsement Program from Saginaw Valley State University. The program will be onsite and include a tuition discount.	Professional Learning	Tier 2	Getting Ready	08/15/2018	06/21/2019	\$35000	School leaders, district coordinator for student learning, RVP, instructional coaches
Collaboration Time	Lesson plans will be completed in collaboration between general education and special education teachers. The general education teacher prepares the first draft of the lesson plan. The special education and general education teachers then meet to discuss the plan. The special education teacher then creates a separate lesson plan, which mirrors the general education plan but modifies it based on the needs of the special education students in the class. Planning time will be built into the schedule to allow for this collaboration time.	Teacher Collaboration	Tier 3	Monitor	08/15/2018	06/21/2019	\$0	General education teachers, special education teachers

## District Improvement Plan

Cesar Chavez Academy

Use of Leveled Readers to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$5525	School leader, instructional coach, support staff and instructional staff
Technology Professional Development	Teachers and support staff will attend on and off site professional learning and development sessions to learn how technology benefits student growth.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Best Practice Instruction/Marzano	CCA will use Marzano's research to increase student growth which is recorded in lesson plans and charts are posted in the classrooms to ensure students know them and teachers are referencing them. Students will be exposed to higher order thinking skills when creating, evaluating, analyzing, applying, understanding and remembering. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	School leader, instructional coach, support staff and instructional staff
Academic and Behavior Interventions	Students will be identified by performance and LEADS data and teacher recommendations for academic or behavior interventions to be delivered by Title I and other support staff. Students will receive appropriate instruction and support through interventions to help meet personal, social, and academic goals.	Academic Support Program, Behavioral Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$390000	School leader, instructional coach, support staff and instructional staff
Counseling and Support	Use of social workers to enable us to positively address concerns in the lives of students and families in effort to improve the academic behaviors exhibited by students and to align families with resources in the community to foster positive home life experiences.	Behavioral Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$250000	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

New Technology	To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	School leader, instructional coach, support staff and instructional staff
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Evaluate	08/15/2018	06/21/2019	\$125500	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Sheltered Instruction Observation Protocol (SIOP)	Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$135000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Science Experiment and Supplemental Science Materials	Students will witness and partake in the inquiry process by completing various science projects that will enhance their understanding. Materials may be purchased to support experiments aligned to Michigan Science Standards. There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction. Purchase science kits, live animals, leveled readers, additional science lab materials will be purchased to transform our science classes offering inquiry based and hands-on instruction dependent upon the Michigan Science Standards.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$29500	School leader, instructional coach, support staff and instructional staff
Make Connections to Real Life Application	Intentional and research based strategies will be documented and used to create background knowledge, both academic and personal experiences, to elevate student growth.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Technology Professional Development	Teachers and support staff will attend on and off site professional learning and development sessions to learn how technology benefits student growth.	Professional Learning, Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
At-Risk Support Staff	Department specific support staff member that addresses our at-risk population by assisting students that are identified through our teacher driven RtI process.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$310000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Science Interventions	Students will be monitored within their respective science classes so that intensive science interventions may be provided for identified at-risk students. Teachers and support staff (paraprofessionals, special education team and social worker) will strategically plan lessons on different levels that address the weaknesses identified in district assessments (NWEA), state assessments (M-STEP), Naiku, Star Reader, Easy CBM, and classroom assessments. Students will receive interventions based upon their tier. Interventions may take place in a general education setting, a push-in model, or a small group, pull-out model.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$390500	School leader, instructional coach, instructional staff, support staff
Sheltered Instruction Observation Protocol (SIOP)	Teachers will incorporate instructional strategies that assist with the English Language Learners (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of high-order thinking skills and investigate new approaches to applying their learning.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff
Parent Meetings	The school will hold monthly parent meetings to inform and educate parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/15/2018	06/21/2019	\$2000	School Leader, Home-Community Liaison, General Education Staff, and Support Staff

## District Improvement Plan

Cesar Chavez Academy

Consistent Administration of Eagle Expectations and Eagle Dollars	Providing multiple reminders of the PBIS program expectations throughout the school with daily announcements, bulletin boards, points/Eagle Dollars system to support high standards of teaching, learning, and behavior. Students will be given a set of expectations and rewarded points, "Eagle Dollars", in an online reward system (Live School). This system will be used by all staff members. Also incentives will be rewarded to those students who have collected points for following behavioral expectations.	Behavioral Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$17000	School leader, instructional coach, instructional staff, support staff
Increased Use of Technology and Computer Assisted Programs	Students will use computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase reading proficiency. To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$40000	School leader, instructional coach, instructional staff, support staff
Professional Development/Learning	School personnel such as the parent liaison and social worker who serve as the MV Liaison will participate in regular professional learning sessions.	Academic Support Program, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School Leader, MV Liaison
Timely Assistance for Homeless students	The school and liaison must ensure the time and capacity of the liaison to perform required duties. In addition, to ensure unaccompanied Homeless Youth are immediately enrolled and informed of independent status FAFSA, as well as providing verification of that status.	Academic Support Program, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader and MV Liaison

**District Improvement Plan**

Cesar Chavez Academy

<p>Data Analysis</p>	<p>The analysis of data through the instructional learning cycles will become a function of the department teams and will assist Cesar Chavez to have a more systematic approach to data driven decisions. This will be an ongoing process of continuous improvement; interpreting the data, identifying root causes and determining how to use the data to identify broad strategies and specific activities to foster our goal of 80% proficiency. These data analysis discussions are also the mode for analyzing data from strategy and activity implementation, as well as formative student achievement data to evaluate success and make adjustments if needed. The data discussion will use a variety of sources such as: classroom data, formative assessments, perception data, and benchmark tests. These will be used to make informed decisions concerning both advanced students and students who need remediation. Teachers will give a pre and post-test and use a student achievement data tracker to progress monitor student performance. The data discussion will help to facilitate and monitor the progress of student performance. Teachers will administer formative and summative assessments, which will allow the staff to make data-driven decisions regarding the learning needs of their students. This will be accomplished through collaboratively generated assessments both formative and summative. The formative assessments will provide teachers with immediate feedback on overall student understanding. The staff will receive training on the development of summative assessments, focusing on aligning the assessments with the curriculum and common core state standards. After this training, the staff will develop summative assessments in each subject area. The assessments will then be reviewed by the instructional coach. As we improve our systematic approach to data driven instruction, we will implement data walls to celebrate student success. The goal of the data wall is to build shared ownership, accountability, and awareness of progress toward school-wide goals and to reinforce positive messaging to school community for overall increased student achievement. Planned meetings to discuss data with general ed, special ed, paraprofessionals and support staff exists in many forms such as RTI, SIP, Grade level and Staff meetings. Teachers and support staff will analyze results for formative and summative assessments to plan</p>	<p>Monitor</p>	<p>Tier 1</p>	<p>Monitor</p>	<p>08/15/2018</p>	<p>06/21/2019</p>	<p>\$0</p>	<p>School leader, instructional staff, instructional coach and district coordinator for student learning</p>
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## District Improvement Plan

Cesar Chavez Academy

	formative and summative assessments to plan and revise lesson delivery and strategies to determine what other materials or review is needed for the students' comprehension of material.							
Formative Assessment and Data Analysis Professional Development	Instructional staff and coaches will receive professional development on developing formative assessments, and on analyzing and effectively using the formative assessment data. Instructional staff will be presented with a variety of strategies on how to implement and utilize the data gathered from formative assessments	Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional staff, instructional coach and district coordinator for student learning
Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10800	School leader, instructional staff, instructional coach and district coordinator for student learning
Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning



## District Improvement Plan

Cesar Chavez Academy

Rtl Professional Development	Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School leaders, instructional staff, instructional coaches, interventionists, Rtl coordinators
MTSS/Rtl Professional Development	Professional development will be provided to create an effective Rtl team. All staff will receive training on how to develop tiered lessons for students in tiers II and III. All staff will receive training on how to use tools and programs to support students in tiers II and III. For example, utilizing iPads, Kindles, USA learn port in reading centers, and integrating technology into the classroom. After compiling various sources of data, articles, magazines, books and DVDs are selected, purchased, discussed and examined to be utilized as a resources/tools to give information/research to equip staff with the necessary data to improve instruction. Also, instructional learning cycles will be implemented to monitor and evaluate programming and instruction.	Professional Learning	Tier 2	Monitor	08/15/2018	06/21/2019	\$5500	Instructional coaches, instructional staff, interventionists, Rtl coordinators
Benchmark Data Analysis Professional Development	Professional development will be provided that will give the instructional staff the skills needed to analyze benchmark data and how to use that data to further student achievement.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$10000	School leaders, instructional coaches, instructional staff
Benchmark Data Analysis Professional Development	Professional development will be provided that will give the instructional staff the skills needed to analyze benchmark data and how to use that data to further student achievement.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	School leaders, instructional coaches, instructional staff

## District Improvement Plan

Cesar Chavez Academy

Use of STEM/STEAM kits	Students will be prepared for the NGSS when applying knowledge through rigorous hands on and inquiry based activities that teachers have been trained on through both on site and off site professional learning communities.	Implementation, Academic Support Program, Curriculum Development, Professional Learning, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$150000	Instructional coach, School leader and teachers
Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	Instructional coach, teachers, Team of Academic Support and administration
Focal PointK12	FocalPointK12 site licenses, online assessment platform to monitor and track the progress of students' understanding of the grade level content. It will also drive instruction by providing a link between content standards and student achievement, allowing for targeted interventions and support for students in all Tier levels.	Implementation, Academic Support Program, Curriculum Development, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	School leader, instructional coach, teachers, Dept of Academic Achievement
Use of Security Cameras/System	Security systems will be used to increased security for all stakeholders.	Materials, Other	Tier 1	Implement	08/16/2018	06/21/2019	\$250000	School Leader
Incentives to address (Chronic Absentism)	Incentives will be chosen in order to reduce the chronically absent students in our district which is increasing at high percentages.	Parent Involvement, Getting Ready, Community Engagement, Materials, Other	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$17000	School leader, truancy officer, social worker and selected staff

## District Improvement Plan

Cesar Chavez Academy

Materials for STEM/STEAM projects	In order to support pur science initiatives, the district and teachers will need to purchase additional materials to ensure the students are recieving education on NGSS and to support STEM and STEAM initiatives in our district.	Implementa tion, Academic Support Program, Curriculum Developme nt, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	School leader, teachers and instructiona l coaches
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### Cesar Chavez Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and recieve feedback from administration.	Professiona l Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$15000	School leader, instructional leader, teachers and instructional coach.
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Developme nt, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	District administrati ve team
Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$212500	School leader, instructional coaches and teachers.
Parent Involvement Coordinator	Parent Involvement Coordinators will work within buildings to build effective parent relationships to further gain parental involvement with the school and community. They will also further build parent knowledge and capacity.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	School Leaders
Sheltered Instruction Training that addresses 8 components of SIOP	Teachers will attend training in the 8 components of Sheltered Instruction throughout the school year.	Professiona l Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, ELL coaches

## District Improvement Plan

Cesar Chavez Academy

Increase and Provide PD on SIOP and Best Practices for ELL Students	District will provide an increase of PDs days with a focus on educating ELL on all levels (servicing and exiting students).	Implementation, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	School leader, ELL coach and instructional coach
Ongoing PD from ELL Coaches	ELL coaches will present quarterly on SIOP strategies, research and areas of concern for the District in relationship to observations and data that will elevate academic scores for ELL students in the district.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	ELL coach and administrative team
Teachers will include both language and content objectives in their lesson.	To assist with mastery of content and promote students understanding of what they are learning and the learning targets, teachers will post language and content objectives in their lessons which helps with integration of SIOP.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administrative team and teachers
Monitoring with Walkthroughs and Feedback	ELL and instructional coaches will complete observations to support the teachers in delivering instruction to ELL learners, suggest the use of SIOP strategies and best practices. This observation will consist of a SIOP checklist to monitor instruction and student learning	Implementation, Academic Support Program, Walkthrough, Professional Learning, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	n/a
Utilize SIOP strategies consistently in whole group and small group instruction	The expectation of staff is that the information presented and distributed from SIOP PD will be used daily and planned for with multiple sources of material to reach all students, with a concentrated effort on ELL students.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, administrative, ELL and instructional coaches

## District Improvement Plan

Cesar Chavez Academy

Utilize Date from WIDA, local and state assessments	Multiple meetings are planned monthly and quarterly to discuss WIDA and other state mandated testing and local assessments and how at what levels are ELL students are performing on	Academic Support Program, Technology, Materials, Policy and Process, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$10000	ELL and Instructional coaches along with school leader and team leads
Data team meetings that are designed to inform schools and parents of assessment results and student eligibility for ELL services	Parents will be notified of their child's need to receive ELL services after teams have met to analysis local and state assessments. The teacher will also be a part of the discussion with the parents to discuss what can be done at home along with additional services at school.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration	Tier 2	Implement	08/16/2018	06/21/2019	\$25000	Administration, teachers, instructional support team, instructional coach
Administrators and staff will receive technical support on how to manage and deliver services to ELL students in the RTI process.	Technical support from outside agencies and consultants will give feedback to staff to promote growth through the RTI process and offer suggestions for improvement for ELL students.	Implementation, Academic Support Program, Materials, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$35000	Consultant, teachers, instructional support team, administration team, instructional and ELL coach
Teachers will develop maps and pacing guides, lesson plans focused on the ELA Standards.	Maps and pacing guides will serve as tracking documents to ensure quality and timely instruction for ALL students. They also guide lesson planning with components that support best practices and research based interventions.	Academic Support Program, Professional Learning, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, school leader, instructional coach and teachers
The district will implement a consistent and rigorous mechanism monitoring the standards and ensuring accountability for ELL performance results.	A detailed and document procedure will be recorded to ensure fidelity of monitoring standards through grade book reviews, lesson plans, walkthroughs, RTI/MTSS push in and pull out and SIOP strategies.	Academic Support Program, Professional Learning, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	ELL coaches, instructional coaches, administration and teachers

## District Improvement Plan

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Instructional staff will use of WIDA rubrics across content areas.	WIDA rubrics will be used across all subjects to familiarize students with the expectations of the WIDA test and reach all the 3 AMAO targets.	Getting Ready, Direct Instruction	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional coach, instructional staff and administration
Intensive Summer School Program	A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.	Academic Support Program, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$80000	Instructional coach, ELL coach, instructional staff and administration
Data-Driven After School Tutoring	After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$57000	Instructional and ELL staff, school leader and instructional coach
ESL Literacy Classes	ELL students will be placed in classes to support them with Language Acquisition.	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$77500	ELL and instructional coach, instructional and support staff
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$222000	School leader, instructional coach, support staff

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Distribute and present informational materials on academic and social concerns.	Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.	Parent Involvement, Professional Learning, Community Engagements, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$67500	Parent Liaison, instructional staff, community partnerships
Weekly Use of Evidence Based Software Licenses	Study Island, RAZ Kids, IXL, United Streaming and other software licenses are utilized by teachers on a weekly basis and turn in report to the instructional coach to track student use.	Supplemental Materials, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader, instructional staff, teachers, support staff
Informational Text & Leveled Readers	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$6500	Instructional staff, instructional coaches, school leaders, and support staff
PD on Reading and Writing Across the Curriculum	Continued professional development for all involved in teaching reading and writing strategies to increase the use of writing across the curriculum	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Instructional staff, district coordinator of student learning and achievement, instructional coaches, school leaders, and support staff
Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning

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Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$17602	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Effective Use of Reading Specialist	The reading specialist has a multitude of responsibilities that include working with the instructional coach and data coach to monitor reading growth, review lesson planning and delivery, assisting in gathering data to measure student success, giving feedback on instruction and best practices in reading, and supporting staff in reading and English Language Arts instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$60000	School leader, Instructional Coach, Data Coach, Reading specialist
Professional Development on Technology Integration	Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku -Study Island -IXL -Brain Pop -NWEA - Accelerated Reader -Accelerated Math -Big Ideas -Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$26700	School leadership, instructional leadership team, instructional staff, support staff, office staff, and district coordinator for student learning



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Technology Acquisition	To ensure effective integration of technology, interactive boards and the technology to effectively run them, will be added to select classrooms. iPads, Chromebooks, tablets, and other electronic devices will be available for classroom activities. Students will have access to school computer labs, desktops, laptops and/or other electronic devices allowing them to use this technology to do research for papers and projects, take assessments, and produce reports	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$100000	School leadership, instructional leadership team, instructional staff, support staff, technology team
Summer School Program Administrator	Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$11500	Administrative team, Summer School program administrator
Title I Teachers-Data Driven Targeted Interventions	Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans, Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$344863	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers
Response to Intervention/Data Coach	A response to intervention coach will oversee the RtI process and support in reviewing data, implement intervention groups, schedule parent meetings, facilitate RtI meetings	Implementation, Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$33000	Administration

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PBIS Professional Development	Off- or on-site PDs throughout the year to ensure full implementation of the school wide PBIS program to promote an atmosphere of respect, safety, and responsibility. In addition, the PBIS team also provides frequent presentations on the PBIS program and discussions on the evaluation of the program are planned during staff meetings and PD days.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	School leadership, instructional leadership team, instructional staff, support staff, office staff
Utilize Data Coach	The data coach has a multitude of responsibilities that mostly include working with the instructional coach to monitor student growth, gathering data to measure student's success, giving feedback on instruction and best practices. He/she works closely with instructional and support staff to analyze data, provide assistance, and uphold the SIP goals and activities. The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$80000	School leader, instructional coach, data coach
Parent Meetings	The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of uselearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff

## District Improvement Plan

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ESL curriculum for ESL elective classes	The middle school and high school will implement an ESL curriculum to support the ESL elective classes.	Academic Support Program, Curriculum Development, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.
Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1	Implement	08/16/2017	06/22/2018	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity.

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SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$32200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
Implementation of the SIOP model	Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leadership, instructional leadership team, instructional staff, support staff
Software & Applications Targeting Reading Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$13500	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$165000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.

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MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Administration, instructional coach, instructional staff
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	School leaders
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, instruction coaches, ELL coaches
Use of Multiple Resources to Increase DI and Mastery	Teachers at all grade levels will provide students with manipulatives such as unifix cubes, counters, and tangrams to use in order to learn math concepts and to master skills. Teaching and support staff will take advantage of manipulatives to provide hands-on learning opportunities to promote student understanding and success. After data analysis and feedback from parents, students and staff, multi-leveled resources will be purchased, monitored and evaluated to elevate scores in all content areas.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	School leader, instructional coach, instructional staff
After-school tutoring	The school will offer a free, after-school tutoring program three days per week, focusing on improving math skills (for students who are below grade level in math). At the Lower Elementary, students will attend after school tutoring at least twice a week to work in small groups on skills and standards that is a result of analysis of data.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$28310	School leader, Instructional Coach, Tutors
Summer School	Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions in mathematics. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 1	Monitor	06/25/2018	08/17/2018	\$164000	All teachers; instructional support staff; instructional coach; school leader

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After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$98000	School leader, instructional coach, instructional staff
Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in mathematics. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Implementation, Academic Support Program	Tier 2	Implement	06/25/2018	08/17/2018	\$47700	School leader, instructional coach, instructional staff
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$36940	School leader, instructional coach, instructional staff
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	District administrative team
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, RVP, instructional coaches, ELL coaches

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Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$70000	School leader, instructional coach, teachers
Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$275000	District coordinator for student learning, instructional coaches, and schools leaders are responsible for analyzing data.
ESL curriculum for ESL elective classes	The middle school and high school will implement an ESL curriculum to support the ESL elective classes.	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$5000	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.

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Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1		08/15/2018	06/21/2019	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2		08/15/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 1	Monitor	08/16/2017	06/22/2018	\$18200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.



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Implementation of the SIOF model	Teachers will utilize the SIOF model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOF promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff
Software & Applications Targeting Math Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Technology	Tier 2	Monitor	08/15/2018	06/21/2019	\$8000	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
Summer School	4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$144000	School leader, instructional coach, support staff and instructional staff

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After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions.	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$15000	School leader, instructional coach, support staff and instructional staff
Purchase of Student Workbooks	Purchase of Student Consumable Workbooks to implement and teach state standards and drive instruction.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$4900	School leader, instructional coach, support staff and instructional staff
Use of Spanish Language Resources	Acquisition and increased use of Spanish language resource materials to facilitate increased conceptual understanding to bridge the language barrier and provide resources for student use.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Content-area Assisted Technology Programs	Students will have access to appropriate learning and assessment opportunities that support grade level content through the use of computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase Social Studies proficiency.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	School leader, instructional coach, support staff and instructional staff
Teacher training on Technology Integration	Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop - NWEA - Accelerated Reader -Accelerated Math -Big Ideas - Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff

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Social Studies Interventions	The Social Studies teacher will monitor students and identify at risk students so that intensive social studies interventions may be provided.	Academic Support Program	Tier 3	Implement	08/15/2018	06/21/2019	\$500	School Leader, Title 1 teacher, Instructional Coach, Instructional Staff, and Support Staff
Data Coach	The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Monitor	08/16/2017	06/22/2018	\$20000	School Leader, Data Coach
Professional Development on Close and Critical Reading	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3080	All Social Studies Instructors and support staff
Professional development on cross curricular instruction	PD on cross curricular instruction to support teachers in implementing high engaging lessons	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	School leader, instructional coach, support staff and instructional staff
Use of Leveled Reader to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that interfere with their mastery of informational text.	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional staff and coach

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Summer School	Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$192874	School leader, instructional coach, instructional staff, support staff
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$139000	School leader, instructional coach, instructional staff, support staff
Data Coach	The Data Coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	School leader, data coach
Close and Critical Reading Professional Development	Teachers will benefit from, focused training on, and how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1		08/15/2018	06/21/2019	\$15000	School leader, instructional coach, science instructional staff, support staff
Close and Critical Reading Lessons	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All Science Instructors

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ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the science classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
Science Lab Opportunities	Students will be given lab time within the classroom in order to conduct experiments in real life inquiry-based project assessment.	Implementation	Tier 1	Implement	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, instructional staff, support staff
Professional Development on Implementation of state and NGSS standards	Professional development participation to ensure understanding of NGSS standards and the transition between state and NGSS standards as well as instructional best practices.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	School leader, instructional coach, instructional staff, support staff
Acquiring Aligned Materials	Materials will be purchased in order to ensure effective instruction of Next Generation Science Standards and state standards including curriculum resources, hands-on manipulatives, and experiment materials.	Materials	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$100000	School leader, instructional coach, instructional staff, support staff
Instructional and Data Coaching	Use of data coach, instructional coach, and English Language Learning Coach in order to monitor student growth, review lesson plans and lesson delivery, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort. Coaches work closely with the leadership team, instructional staff, and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Professional Learning, Teacher Collaboration	Tier 1		08/15/2018	06/21/2019	\$120000	Administrative team

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Hands-On Activities and Creative Groups	Staff will plan for and promote hands-on learning and small group learning and skill practice to enhance the acquisition of content material. Next Generation Science Unit Materials including triple beam balances, graduated cylinders, beakers, hot plates, digital thermometers, digital scales, microscopes with slides, sieves, as well as updated book sets and lab workbooks for individual students	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff, support staff
Writing Across the Science Curriculum	Professional development focused on writing across the content areas will educate instructional staff on how to build in rigor through increased opportunities to write. Students will increase the amount of writing to showcase content knowledge and practice Next Generation Science Standards skills.	Implementation, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, instructional staff, support staff
DAP-CEP After-School and Summer Enrichment	DAP-CEP and CCA-MS staff will implement STEM and science related supplemental learning opportunities to students after school and throughout the summer to support mastery of content and to allow for skills practice in an enrichment setting.	Academic Support Program, Extra Curricular	Tier 1	Monitor	08/15/2018	06/21/2019	\$75000	School leader, instructional coach, instructional staff, support staff
Response to Intervention Coordinator	Use of Response to Intervention Coordinator in order to monitor and align interventions, monitor student growth, review logs, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort with support staff and instructional leadership team.	Academic Support Program, Professional Learning	Tier 1	Evaluate	08/15/2018	06/21/2019	\$60000	School leader, instructional coach, instructional staff, support staff
SIOP Workshops Professional Development	We will have a series of four onsite SIOP workshops, as well as attend any off site language and literacy professional development opportunities.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	ESL lead, principal, Instructional Coach, all instructional staff

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ESL Coach/ESL Lead	ESL Coach or ESL department chair will monitor implementation of SIOP Model and corresponding strategies within the classroom. This ESL Coach or lead will collaborate with the instructional coach and instructional staff to ensure that the SIOP model is implemented.	Implementation, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Principal, instructional coach, ESL coach/ESL Lead
Training for ESL Team	The ESL team will seek out other language and literacy professional development trainings to attend offered by MDE, RESA, BEHR, or similar provider. These trainings may include the MABE conference, Special Populations conference, or other similar events.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$30000	ESL Lead, ESL Coach, principal, instructional coach
Bilingual paraprofessional support	Bilingual paraprofessionals will assist students' learning by providing scaffolding supports to learning in the classroom.	Academic Support Program	Tier 1	Implement	08/16/2018	06/21/2019	\$100000	Principal
Language and Literacy Trainings	Teachers will participate in language and literacy training sessions, after being SIOP trained, to further their knowledge on best practices for all learners, including English Learners. Training will include engagement strategies, academic vocabulary strategies, grouping strategies, and other high-yield instructional strategies.	Implementation, Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, ELL coach, instructional coach, instructional staff
After School-RTI	Teachers will plan and implement after school RTI/MTSS class for students. The classes will center around note-taking skills, organizational skills, time-management, and planning skills for high school students.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$24500	School leader, instructional coach, ELL coach, instructional staff
Parent Liasion	Parent Liasion along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).	Implementation, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$60000	School leader, administration and Parent Liasion

## Cesar Chavez High School

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Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$15000	School leader, instructional leader, teachers and instructional coach.
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	District administrative team
Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$212500	School leader, instructional coaches and teachers.
Professional Development/Implementation of the Integrated Math strategy	All secondary math teachers will be provided with ongoing professional development to incorporate the integrated math approach aligned to the CCSS (Common Core State Standards).	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	The High School's administrative team (school leader, instructional coach, ELL coach, district curriculum director and RVP) are responsible for facilitating professional development workshop.
Credit Recovery	Students will receive additional support and opportunities to make up credit for classes required for graduation through an online credit recovery program.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$20000	Title I staff General education staff Instructional coach



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Parent Involvement Coordinator	Parent Involvement Coordinators will work within buildings to build effective parent relationships to further gain parental involvement with the school and community. They will also further build parent knowledge and capacity.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	School Leaders
Sheltered Instruction Training that addresses 8 components of SIOP	Teachers will attend training in the 8 components of Sheltered Instruction throughout the school year.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, ELL coaches
Testive ACT/SAT Online Test Preparation Tool	Purchase supplemental Testive Online Program	Supplemental Materials, Technology, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	School Leader, Instructional Coach, English Language Arts Teacher, Math Teachers
Increase and Provide PD on SIOP and Best Practices for ELL Students	District will provide an increase of PDs days with a focus on educating ELL on all levels (servicing and exiting students).	Implementation, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	School leader, ELL coach and instructional coach
Ongoing PD from ELL Coaches	ELL coaches will present quarterly on SIOP strategies, research and areas of concern for the District in relationship to observations and data that will elevate academic scores for ELL students in the district.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	ELL coach and administrative team

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Teachers will include both language and content objectives in their lesson.	To assist with mastery of content and promote students understanding of what they are learning and the learning targets, teachers will post language and content objectives in their lessons which helps with integration of SIOP.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administrative team and teachers
Monitoring with Walkthroughs and Feedback	ELL and instructional coaches will complete observations to support the teachers in delivering instruction to ELL learners, suggest the use of SIOP strategies and best practices. This observation will consist of a SIOP checklist to monitor instruction and student learning	Implementation, Academic Support Program, Walkthrough, Professional Learning, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	n/a
Utilize SIOP strategies consistently in whole group and small group instruction	The expectation of staff is that the information presented and distributed from SIOP PD will be used daily and planned for with multiple sources of material to reach all students, with a concentrated effort on ELL students.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, administrative, ELL and instructional coaches
Utilize Data from WIDA, local and state assessments	Multiple meetings are planned monthly and quarterly to discuss WIDA and other state mandated testing and local assessments and how at what levels are ELL students are performing on	Academic Support Program, Technology, Materials, Policy and Process, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$10000	ELL and Instructional coaches along with school leader and team leads
Data team meetings that are designed to inform schools and parents of assessment results and student eligibility for ELL services	Parents will be notified of their child's need to receive ELL services after teams have met to analysis local and state assessments. The teacher will also be a part of the discussion with the parents to discuss what can be done at home along with additional services at school.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration	Tier 2	Implement	08/16/2018	06/21/2019	\$25000	Administration, teachers, instructional support team, instructional coach

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Administrators and staff will receive technical support on how to manage and deliver services to ELL students in the RTI process.	Technical support from outside agencies and consultants will give feedback to staff to promote growth through the RTI process and offer suggestions for improvement for ELL students.	Implementation, Academic Support Program, Materials, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$35000	Consultant, teachers, instructional support team, administration team, instructional and ELL coach
Teachers will develop maps and pacing guides, lesson plans focused on the ELA Standards.	Maps and pacing guides will serve as tracking documents to ensure quality and timely instruction for ALL students. They also guide lesson planning with components that support best practices and research based interventions.	Academic Support Program, Professional Learning, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, school leader, instructional coach and teachers
The district will implement a consistent and rigorous mechanism monitoring the standards and ensuring accountability for ELL performance results.	A detailed and document procedure will be recorded to ensure fidelity of monitoring standards through grade book reviews, lesson plans, walkthroughs, RTI/MTSS push in and pull out and SLOP strategies.	Academic Support Program, Professional Learning, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	ELL coaches, instructional coaches, administration and teachers
Instructional staff will use of WIDA rubrics across content areas.	WIDA rubrics will be used across all subjects to familiarize students with the expectations of the WIDA test and reach all the 3 AMAO targets.	Getting Ready, Direct Instruction	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional and ELL coach, instructional staff and administration
Intensive Summer School Program	A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.	Academic Support Program, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$80000	Instructional coach, ELL coach, instructional staff and administration

## District Improvement Plan

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Data-Driven After School Tutoring	After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$57000	Instructional and ELL staff, school leader and instructional coach
ESL Literacy Classes	ELL students will be placed in classes to support them with Language Acquisition.	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$77500	ELL and instructional coach, instructional and support staff
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$222000	School leader, instructional coach, support staff
Distribute and present informational materials on academic and social concerns.	Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.	Parent Involvement, Professional Learning, Community Engagement, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$67500	Parent Liaison, instructional staff, community partnerships
Professional Development on High Yield Tier I Instrucion	The staff will receive training on how to implementation of the common core state standards and on how vertically align the curriculum. Frequent observations will take place by the instructional coach, the school leader, and the district coordinator of student learning to ensure that best practices are being used to teach the common core state standards. Summative assessments, report cards, and standardized tests will be analyzed to determine the effectiveness of the program.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$6000	Instructional staff, instructional coaches, school leaders, and the district coordinator of student learning
Planning Close & Critical Reading Strategies	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$2500	All English Language Arts Instructors

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PD on Close & Critical Reading Strategies	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$3500	All ELA Instructors
Assessing Reading Proficiency	Teachers will be responsible for drafting a reading proficiency assessment and administer it four times a year to gauge student understanding and mastery of reading comprehension skills taught through the Close and Critical Reading Learning Strategy.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	All English Language Arts Instructors
Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning
Effective Use of Reading Specialist	The reading specialist has a multitude of responsibilities that include working with the instructional coach and data coach to monitor reading growth, review lesson planning and delivery, assisting in gathering data to measure student success, giving feedback on instruction and best practices in reading, and supporting staff in reading and English Language Arts instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$60000	School leader, Instructional Coach, Data Coach, Reading specialist
Summer School Program Administrator	Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$11500	Administrative team, Summer School program administrator
Extended Learning	All staff will support at-risk students with afterschool tutoring, summer school when necessary, and credit recovery via Odyssey program.	Academic Support Program, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$50000	General Education Teachers, Special Education Teachers, Instructional Coach, all Para-Professionals, School Leader

**District Improvement Plan**

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Title I Teachers-Data Driven Targeted Interventions	Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans ,Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$344863	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers
Response to Intervention/Data Coach	A response to intervention coach will oversee the Rtl process and support in reviewing data, implement intervention groups, schedule parent meetings, facilitate Rtl meetings	Implementation, Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$33000	Administration
Reading Interventions	The Read 180 class is monitored by a Reading Specialist that also provides intensive reading interventions to identified at-risk students.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$40000	The School Leader, district coordinator for student learning, Title 1 Reading Teacher, Instructional Coach, Instructional Staff, and Support Staff

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Utilize Data Coach	The data coach has a multitude of responsibilities that mostly include working with the instructional coach to monitor student growth, gathering data to measure student's success, giving feedback on instruction and best practices. He/she works closely with instructional and support staff to analyze data, provide assistance, and uphold the SIP goals and activities. The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$80000	School leader, instructional coach, data coach
Parent Meetings	The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of usalearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff
ESL curriculum for ESL elective classes	The middle school and high school will implement an ESL curriculum to support the ESL elective classes.	Academic Support Program, Curriculum Development, Monitor	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$5000	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.

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Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1	Implement	08/16/2017	06/22/2018	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity.
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$32200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.



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Implementation of the SIOF model	Teachers will utilize the SIOF model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOF promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leadership, instructional leadership team, instructional staff, support staff
Software & Applications Targeting Reading Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$13500	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$165000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.
MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Administration, instructional coach, instructional staff
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	School leaders
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, instructional coaches, ELL coaches

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Academic Vocabulary	Teachers will increase the use and emphasis of math vocabulary (Engage NY and MyMath) during instruction time and students will complete vocabulary activities on a weekly basis. Vocabulary will highlight prerequisite and new vocabulary from curriculum standards, as well as assessment vocabulary from M-Step and NWEA. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	All teachers, instructional support staff
Lesson Modification	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	All Math Instructors
Professional Development on Close & Critical Reading	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the mathematics classroom.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$3000	All Math Instructors and Support Staff
Usage Mastery	Teachers will be responsible for drafting a math proficiency assessment and administer it four times a year to gauge student understanding and mastery of math comprehension skills taught through Close and Critical Reading learning strategies.	Evaluation, Curriculum Development, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	All Math Instructors
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$98000	School leader, instructional coach, instructional staff
Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in mathematics. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Implementation, Academic Support Program	Tier 2	Implement	06/25/2018	08/17/2018	\$47700	School leader, instructional coach, instructional staff

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Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$36940	School leader, instructional coach, instructional staff
MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5300	School leader, instructional coach, instructional staff
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	District administrative team
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$9000	School Leaders
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, RVP, instruction coaches, ELL coaches
Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$70000	School leader, instructional coach, teachers

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Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$275000	District coordinator for student learning, instructional coaches, and schools leaders are responsible for analyzing data.
ESL curriculum for ESL elective classes	The middle school and high school will implement an ESL curriculum to support the ESL elective classes.	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$5000	The middle and high school administrative team, district coordinator for student learning and ELL coach are responsible for monitoring the implementation of the strategy.
Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1		08/15/2018	06/21/2019	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.

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ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2		08/15/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 1	Monitor	08/16/2017	06/22/2018	\$18200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
Implementation of the SIOP model	Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff
Software & Applications Targeting Math Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Technology	Tier 2	Monitor	08/15/2018	06/21/2019	\$8000	Instructional Coach, General Staff, and Paraprofessionals

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ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
Summer School	4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$144000	School leader, instructional coach, support staff and instructional staff
Purchase of Student Workbooks	Purchase of Student Consumable Workbooks to implement and teach state standards and drive instruction.	Materials, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$4900	School leader, instructional coach, support staff and instructional staff
Use of Spanish Language Resources	Acquisition and increased use of Spanish language resource materials to facilitate increased conceptual understanding to bridge the language barrier and provide resources for student use.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Content-area Assisted Technology Programs	Students will have access to appropriate learning and assessment opportunities that support grade level content through the use of computer software programs (IXL, Study island, Naiku, Accelerated Reading, Compass Learning, etc) to practice 21st Century technology skills aligned with Common Core State Standards to increase Social Studies proficiency.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$50000	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Teacher training on Technology Integration	Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop - NWEA - Accelerated Reader -Accelerated Math -Big Ideas - Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Differentiating Instruction	Teachers will provide students with differentiated instruction within all Social Studies classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use of small groups and/or one-to-one individualized instruction.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3400	All Social Studies Staff, including Teachers, Support Staff and Instructional Coach
Social Studies Interventions	The Social Studies teacher will monitor students and identify at risk students so that intensive social studies interventions may be provided.	Academic Support Program	Tier 3	Implement	08/15/2018	06/21/2019	\$500	School Leader, Title 1 teacher, Instructional Coach, Instructional Staff, and Support Staff
Data Coach	The data coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Monitor	08/16/2017	06/22/2018	\$20000	School Leader, Data Coach
Professional Development on Close and Critical Reading	Teachers will benefit from focused training on how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3080	All Social Studies Instructors and support staff
Close and Critical Reading Lessons in Social Studies	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	All Social Studies teachers

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Professional development on cross curricular instruction	PD on cross curricular instruction to support teachers in implementing high engaging lessons	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	School leader, instructional coach, support staff and instructional staff
Use of Leveled Reader to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional staff and coach
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$139000	School leader, instructional coach, instructional staff, support staff
Differentiating Lessons	Teachers will provide all students with differentiated instruction within all Science classes based on individual needs. This is to include modifications made to lessons, assignments, expectations, grading, and any other area in the classroom which would help all students be successful. In addition, the use of small groups and/or one-to-one individualized instruction.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$3428	All Science Staff, including Teachers, Support Staff and Instructional Coach.
Academic Vocabulary	Teachers will incorporate academic vocabulary into daily lessons	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School Leader, Instructional Staff, Support Staff, Instructional Coach, and Special Education
Data Coach	The Data Coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	School leader, data coach



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Close and Critical Reading Professional Development	Teachers will benefit from, focused training on, and how to teach Close and Critical Reading strategies within the classroom.	Professional Learning	Tier 1		08/15/2018	06/21/2019	\$15000	School leader, instructional coach, science instructional staff, support staff
Close and Critical Reading Lessons	Teachers will modify weekly lesson plans to show how their instruction changed due to the introduction and presence of Close and Critical Reading strategies within the classroom.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All Science Instructors
Usage Mastery	Teachers will be responsible for drafting a science proficiency assessment and administer it four times a year to gauge student understanding and mastery of reading comprehension skills taught through the Close and Critical Reading Learning Strategy.	Evaluation, Monitor, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	All Science Instructional Staff
Instructional Coach	The Instructional Coach provides ongoing job embedded professional learning through observation of lessons, lesson plan feedback, and promoting teacher collaboration and dialogue pertaining to instruction.	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$40000	School Leader, instructional coach
Training staff in use of online programs and applications	Beginning stages of training staff on basic knowledge and use of online technology	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$8000	School leader, instructional coach, instructional staff, support staff
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the science classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers

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Instructional and Data Coaching	Use of data coach, instructional coach, and English Language Learning Coach in order to monitor student growth, review lesson plans and lesson delivery, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort. Coaches work closely with the leadership team, instructional staff, and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Professional Learning, Teacher Collaboration	Tier 1		08/15/2018	06/21/2019	\$120000	Administrative team
Response to Intervention Coordinator	Use of Response to Intervention Coordinator in order to monitor and align interventions, monitor student growth, review logs, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort with support staff and instructional leadership team.	Academic Support Program, Professional Learning	Tier 1	Evaluate	08/15/2018	06/21/2019	\$60000	School leader, instructional coach, instructional staff, support staff
Taking AP Courses	Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science.	Career Preparation/Orientation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Instructional coach and AP teachers
Students taking AP Exams	Students enrolled in AP Calculus AB, Calc II, AP English, AP American Government, AP Human Geography, AP Physics, and AP Computer Science taking AP Exams in May 2018(19).	Evaluation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional coach and AP teachers
AP Practice Tests	All students in AP Courses will take a Pre and Post official released AP Practice Exam during the year.	Implementation, Materials, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional coach and AP teachers
Marketing	Students will work together with the help of Teacher coaches and GM Engineer Mentors to create the marketing profile of the school's team (4680). The plans will be implemented by the students with mentor direction which will include website design, t-shirt design, social media presence, documentation of process, and actual scouting of other robotics teams during district, state, and world championships.	Technology, Field Trip, Career Preparation/Orientation, Community Engagement, Extra Curricular	Tier 1	Implement	01/02/2018	05/11/2018	\$5000	Instructional staff
Robotics Build Team	Students will work together with the help of Teacher coaches and GM Engineer Mentors to build the robot for the school's team (4680). The plans will be implemented by the students with mentor direction which will include chassing, manipulator, drive team, and electrical for the purposes of competing during district, state, and world championships.	Supplemental Materials, Field Trip, Career Preparation/Orientation, Extra Curricular	Tier 1	Implement	01/01/2019	05/06/2019	\$5000	Instructional staff

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Trade School Activities	An instructor will take students to different trade schools through monthly field trips.	Field Trip, Career Preparation /Orientation	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff
Sports	Students will engage in after school athletic MHSAA sports: Wrestling, Soccer, Basketball, Volley Ball, Football, Cross Country, and Cheerleading.	Extra Curricular	Tier 1	Monitor	08/16/2018	06/21/2019	\$15000	Athletic director and coaches
Club Cultural Learning Upon Experience (CLUE)	Students will engage multiple cultures through field trips.	Community Engagement, Extra Curricular	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional staff
SIOP Workshops Professional Development	We will have a series of four onsite SIOP workshops, as well as attend any off site language and literacy professional development opportunities.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	ESL lead, principal, Instructional Coach, all instructional staff
ESL Coach/ESL Lead	ESL Coach or ESL department chair will monitor implementation of SIOP Model and corresponding strategies within the classroom. This ESL Coach or lead will collaborate with the instructional coach and instructional staff to ensure that the SIOP model is implemented.	Implementation, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Principal, instructional coach, ESL coach/ESL Lead
Training for ESL Team	The ESL team will seek out other language and literacy professional development trainings to attend offered by MDE, RESA, BEHR, or similar provider. These trainings may include the MABE conference, Special Populations conference, or other similar events.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$30000	ESL Lead, ESL Coach, principal, instructional coach
Identify new ESL curriculum	Identify a new curriculum to be used with English Language Learners in ESL class.	Academic Support Program, Curriculum Development, Materials, Direct Instruction	Tier 2	Implement	08/16/2018	06/21/2019	\$20000	Principal, ESL Lead, Instructional Coach

## District Improvement Plan

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ESL Reading Smart Computer Based program	The ESL classroom will utilize the ESL Reading Smart Program a minimum of one time per week to practice language acquisition skills.	Supplemental Materials, Technology	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$5000	ESL teacher, ESL lead, principal, Instructional Coach
Supplemental Technology Resources	Use various types of technology and technology based applications during instruction. Technology includes but not limited to iPads, computers, tablets, smart boards, etc.	Supplemental Materials, Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$10000	Principal, technology coordinator, ESL teacher, ESL lead
Summer School and After School Tutoring	After-School tutoring and Summer School language acquisition tutoring opportunities	Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$10000	Principal
ESL Through Literacy Class	Students scoring 1-4 on WIDA assessment will be enrolled in ESL classes and instructed in reading, writing, speaking, and listening	Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$75000	Principal, ESL coach/lead, instructional coach
Bilingual paraprofessional support	Bilingual paraprofessionals will assist students' learning by providing scaffolding supports to learning in the classroom.	Academic Support Program	Tier 1	Implement	08/16/2018	06/21/2019	\$100000	Principal
Language and Literacy Trainings	Teachers will participate in language and literacy training sessions, after being SLOP trained, to further their knowledge on best practices for all learners, including English Learners. Training will include engagement strategies, academic vocabulary strategies, grouping strategies, and other high-yield instructional strategies.	Implementation, Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, ELL coach, instructional coach, instructional staff
After School-RTI	Teachers will plan and implement after school RTI/MTSS class for students. The classes will center around note-taking skills, organizational skills, time-management, and planning skills for high school students.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$24500	School leader, instructional coach, ELL coach, instructional staff
Parent Liasion	Parent Liasion along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).	Implementation, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$60000	School leader, administration and Parent Liasion

## Cesar Chavez Academy Intermediate

## District Improvement Plan

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Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$15000	School leader, instructional leader, teachers and instructional coach.
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	District administrative team
Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$212500	School leader, instructional coaches and teachers.
Parent Involvement Coordinator	Parent Involvement Coordinators will work within buildings to build effective parent relationships to further gain parental involvement with the school and community. They will also further build parent knowledge and capacity.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	School Leaders
Sheltered Instruction Training that addresses 8 components of SIOP	Teachers will attend training in the 8 components of Sheltered Instruction throughout the school year.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, ELL coaches
Increase and Provide PD on SIOP and Best Practices for ELL Students	District will provide an increase of PDs days with a focus on educating ELL on all levels (servicing and exiting students).	Implementation, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	School leader, ELL coach and instructional coach

## District Improvement Plan

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Ongoing PD from ELL Coaches	ELL coaches will present quarterly on SIOP strategies, research and areas of concern for the District in relationship to observations and data that will elevate academic scores for ELL students in the district.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	ELL coach and administrative team
Teachers will include both language and content objectives in their lesson.	To assist with mastery of content and promote students understanding of what they are learning and the learning targets, teachers will post language and content objectives in their lessons which helps with integration of SIOP.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administrative team and teachers
Monitoring with Walkthroughs and Feedback	ELL and instructional coaches will complete observations to support the teachers in delivering instruction to ELL learners, suggest the use of SIOP strategies and best practices. This observation will consist of a SIOP checklist to monitor instruction and student learning	Implementation, Academic Support Program, Walkthrough, Professional Learning, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	n/a
Utilize SIOP strategies consistently in whole group and small group instruction	The expectation of staff is that the information presented and distributed from SIOP PD will be used daily and planned for with multiple sources of material to reach all students, with a concentrated effort on ELL students.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, administrative, ELL and instructional coaches
Utilize Data from WIDA, local and state assessments	Multiple meetings are planned monthly and quarterly to discuss WIDA and other state mandated testing and local assessments and how at what levels are ELL students are performing on	Academic Support Program, Technology, Materials, Policy and Process, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$10000	ELL and Instructional coaches along with school leader and team leads

## District Improvement Plan

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Data team meetings that are designed to inform schools and parents of assessment results and student eligibility for ELL services	Parents will be notified of their child's need to receive ELL services after teams have met to analysis local and state assessments. The teacher will also be a part of the discussion with the parents to discuss what can be done at home along with additional services at school.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration	Tier 2	Implement	08/16/2018	06/21/2019	\$25000	Administration, teachers, instructional support team, instructional coach
Administrators and staff will receive technical support on how to manage and deliver services to ELL students in the RTI process.	Technical support from outside agencies and consultants will give feedback to staff to promote growth through the RTI process and offer suggestions for improvement for ELL students.	Implementation, Academic Support Program, Materials, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$35000	Consultant, teachers, instructional support team, administration team, instructional and ELL coach
Teachers will develop maps and pacing guides, lesson plans focused on the ELA Standards.	Maps and pacing guides will serve as tracking documents to ensure quality and timely instruction for ALL students. They also guide lesson planning with components that support best practices and research based interventions.	Academic Support Program, Professional Learning, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, school leader, instructional coach and teachers
The district will implement a consistent and rigorous mechanism monitoring the standards and ensuring accountability for ELL performance results.	A detailed and document procedure will be recorded to ensure fidelity of monitoring standards through grade book reviews, lesson plans, walkthroughs, RTI/MTSS push in and pull out and SIOP strategies.	Academic Support Program, Professional Learning, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	ELL coaches, instructional coaches, administration and teachers
Instructional staff will use of WIDA rubrics across content areas.	WIDA rubrics will be used across all subjects to familiarize students with the expectations of the WIDA test and reach all the 3 AMAO targets.	Getting Ready, Direct Instruction	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional and ELL coach, instructional staff and administration

## District Improvement Plan

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Intensive Summer School Program	A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.	Academic Support Program, Supplemental Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$80000	Instructional coach, ELL coach, instructional staff and administration
Data-Driven After School Tutoring	After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$57000	Instructional and ELL staff, school leader and instructional coach
ESL Literacy Classes	ELL students will be placed in classes to support them with Language Acquisition.	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$77500	ELL and instructional coach, instructional and support staff
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$222000	School leader, instructional coach, support staff
Distribute and present informational materials on academic and social concerns.	Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.	Parent Involvement, Professional Learning, Community Engagement, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$67500	Parent Liaison, instructional staff, community partnerships
Monitoring Best Practice Reading & Writing Instruction	Instructional staff will be monitored by the coach and leader when viewing instruction firsthand by conducting walk-through weekly and teachers will receive a copy. Instructional Coach will provide teachers with specific support and feedback based on classroom observations.	Walkthrough, Monitor	Tier 1	Monitor	08/16/2017	06/22/2018	\$68393	Instructional coach and school leader



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Modeling of Reading & Writing Strategies	Modeling from teachers and support staff are daily expectations to help increase mastery and for students to make connections with the skill and standard.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Weekly Use of Evidence Based Software Licenses	Study Island, RAZ Kids, IXL, United Streaming and other software licenses are utilized by teachers on a weekly basis and turn in report to the instructional coach to track student use.	Supplemental Materials, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader, instructional staff, teachers, support staff
Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning
Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$17602	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Effective Use of Reading Specialist	The reading specialist has a multitude of responsibilities that include working with the instructional coach and data coach to monitor reading growth, review lesson planning and delivery, assisting in gathering data to measure student success, giving feedback on instruction and best practices in reading, and supporting staff in reading and English Language Arts instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$60000	School leader, Instructional Coach, Data Coach, Reading specialist

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Professional Development on Using Technology with Elementary Students	At least two sessions, on or off site, will be offered for teachers to attend to receive research on the impacts of reading and writing in relationship to technology. Teacher choices include; Accelerated Reader, iPad training, Promethean training, Solo6.	Professional Learning, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$2500	Instructional staff, coach, school leader, and district coordinator of student learning
Utilize Software Licenses to Engage Learners	Students will use learning atoz.com, Discovery Education, United Streaming, Moby Max, Starfall, Raz kids, Reading A-Z, Lexia, BrainPop, Interactive White board games (lakeshore) and a variety of iPads applications to enhance whole group as well as independent learning. ESL learning software: BrainPop; to reinforce language acquisition, visual learning and enhance instruction	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$16200	School leader, coach, teachers and support staff
Summer School Program Administrator	Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$11500	Administrative team, Summer School program administrator
Title I Teachers-Data Driven Targeted Interventions	Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans, Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$344863	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers
Professional Development on RLAC /Phonics First and Phonemic Awareness	Teachers will receive sustainable and ongoing professional development on targeted interventions.	Monitor	Tier 2	Implement	08/16/2018	06/21/2019	\$3500	School leader, instructional coach, instructional staff

**District Improvement Plan**

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Response to Intervention/Data Coach	A response to intervention coach will oversee the Rtl process and support in reviewing data, implement intervention groups, schedule parent meetings, facilitate Rtl meetings	Implementation, Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$33000	Administration
Intervention Materials	Resource materials to assist academic support staff in implementing engaging and motivating interventions in phonemic awareness, phonics, comprehension, vocabulary, fluency. These will include: Reading games, manipulatives, leveled readers and various leveled materials, Audio books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$5500	Administration, instructional coach, support staff
PBIS Professional Development	Off- or on-site PDs throughout the year to ensure full implementation of the school wide PBIS program to promote an atmosphere of respect, safety, and responsibility. In addition, the PBIS team also provides frequent presentations on the PBIS program and discussions on the evaluation of the program are planned during staff meetings and PD days.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	School leadership, instructional leadership team, instructional staff, support staff, office staff

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Parent Meetings	The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of usalearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff
Bi-Weekly Curriculum Briefing for ELA	Bi-weekly meetings will be held by parent liaison and staff to connect with families to increase participation and encourage families to become more aware of the expectations for learning. Refreshments and literature will be provided for families and children during these activities as well.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$2150	Coach, leader and staff
Home Visits	Stipends for teachers who conduct home visits for students who are at-risk (chronologically absent).	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$2000	administration, community liaison, teachers, support staff, instructional support
Parent Newsletter Subscriptions	Subscriptions to newsletters for parents to support the home/school connection and support parents with added strategies	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$500	administrative team, community liaison
Monthly Reading Events and Activities	Students will gain better understanding and comprehension of ELA common core from attending seminars and activities with their parents and families that highlight strategies to improve reading skills. The staff and committees will also plan engagement activities that helps students with progress.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	School leader, instructional coach, staff

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Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1	Implement	08/16/2017	06/22/2018	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity.
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$32200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.

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Implementation of the SIOF model	Teachers will utilize the SIOF model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOF promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leadership, instructional leadership team, instructional staff, support staff
Software & Applications Targeting Reading Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$13500	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$165000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.
MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Administration, instructional coach, instructional staff
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	School leaders
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, instructional coaches, ELL coaches

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Basic Math Skills	Teachers will provide instruction that focuses on basic math skills, vocabulary, computational fluency, problem solving, and math process strategies. A 45 minute period will be placed into a math block of 90 minutes to reinforce basic skills. Teachers will provide opportunities for students to take part in daily interactive practice of basic math skills appropriate for each grade level using My Math, and Engage NY. Students will develop and/or enhance computational skills, solve real world computation problems, and apply a variety of estimation strategies when given problems.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers
Computer Applications	Students will use computer software programs (IXL, Study Island, My Math online) to practice computational skills (including programs for EL students) on a weekly basis.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$7400	Classroom teachers, instructional support staff, instructional coach
Academic Vocabulary	Teachers will increase the use and emphasis of math vocabulary (Engage NY and MyMath) during instruction time and students will complete vocabulary activities on a weekly basis. Vocabulary will highlight prerequisite and new vocabulary from curriculum standards, as well as assessment vocabulary from M-Step and NWEA. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	All teachers, instructional support staff
Effective Lesson Planning	Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills. Teachers will make the objective of each lesson known to students at the start of instruction so that students know what they are learning and why.	Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers; instructional support staff; instructional coach; school leader
Increase student participation	Students will regularly use written response boards or student response devices (clickers) to increase the participation of each student in lessons, and to help teachers gauge student understanding and lesson effectiveness. Teachers will also use pairing of students to allow students to feel more comfortable sharing in pairs with peers.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers

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Use of Multiple Resources to Increase DI and Mastery	Teachers at all grade levels will provide students with manipulatives such as unifix cubes, counters, and tangrams to use in order to learn math concepts and to master skills. Teaching and support staff will take advantage of manipulatives to provide hands-on learning opportunities to promote student understanding and success. After data analysis and feedback from parents, students and staff, multi-leveled resources will be purchased, monitored and evaluated to elevate scores in all content areas.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	School leader, instructional coach, instructional staff
Math Centers and Hands on Materials	Students will engage in learning activities that address their areas of weaknesses with manipulatives, technology, games, peer tutoring, etc.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, instructional staff
After-school tutoring	The school will offer a free, after-school tutoring program three days per week, focusing on improving math skills (for students who are below grade level in math). At the Lower Elementary, students will attend after school tutoring at least twice a week to work in small groups on skills and standards that is a result of analysis of data.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$28310	School leader, Instructional Coach, Tutors
Instructional Coach	The academy will provide an instructional coach to work with teachers on improving classroom instruction, data analysis, and progress monitoring. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$132463	Instructional Coach, School Leader, District Coordinator for Student Learning
After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$98000	School leader, instructional coach, instructional staff



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Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in mathematics. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Implementation, Academic Support Program	Tier 2	Implement	06/25/2018	08/17/2018	\$47700	School leader, instructional coach, instructional staff
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$36940	School leader, instructional coach, instructional staff
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	District administrative team
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, RVP, instructional coaches, ELL coaches
Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$70000	School leader, instructional coach, teachers

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Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$275000	District coordinator for student learning, instructional coaches, and schools leaders are responsible for analyzing data.
Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1		08/15/2018	06/21/2019	\$30000	The district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2		08/15/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity

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SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 1	Monitor	08/16/2017	06/22/2018	\$18200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
Implementation of the SIOP model	Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff
Software & Applications Targeting Math Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Technology	Tier 2	Monitor	08/15/2018	06/21/2019	\$8000	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers

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Software and iPad Applications	Students will make connections to real life when using BrainPop, discovery learning, iPads to reinforce what has been taught in the classroom and utilize technology for reports and projects	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administrative team, instructional coach, teachers
Informational text/literature aligned to MC3 Curriculum	Students will utilize a variety of grade level appropriate informational text to support learning, such as trade books and student magazines	Curriculum Development	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administration, instructional coach, teachers
Subscriptions to Various Resources	Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$1500	School leader, instructional and support staff and instructional coach
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	School leader, instructional coach, support staff and instructional staff
Summer School	4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$144000	School leader, instructional coach, support staff and instructional staff
Use of Spanish Language Resources	Acquisition and increased use of Spanish language resource materials to facilitate increased conceptual understanding to bridge the language barrier and provide resources for student use.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff

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Professional development on cross curricular instruction	PD on cross curricular instruction to support teachers in implementing high engaging lessons	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	School leader, instructional coach, support staff and instructional staff
Use of Leveled Reader to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional staff and coach
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students. This software will be utilized by teachers and students to help in understand material to reach mastery on assessments.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$8900	School leader, instructional coach, support staff and instructional staff
Summer School	Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$192874	School leader, instructional coach, instructional staff, support staff
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$139000	School leader, instructional coach, instructional staff, support staff

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Data Coach	The Data Coach will collect various forms of student achievement data and discuss data with instructional staff to drive instruction.	Academic Support Program, Professional Learning, Teacher Collaboration	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	School leader, data coach
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the science classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
DAP-CEP After-School and Summer Enrichment	DAP-CEP and CCA-MS staff will implement STEM and science related supplemental learning opportunities to students after school and throughout the summer to support mastery of content and to allow for skills practice in an enrichment setting.	Academic Support Program, Extra Curricular	Tier 1	Monitor	08/15/2018	06/21/2019	\$75000	School leader, instructional coach, instructional staff, support staff
Center Based Instruction to Address Weaknesses Activity T	Teachers will plan to use more centers to teach science with literature, games and experiments to teach the curriculum.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Leader and coach
Align Maps, Pacing Guides and Lesson Plans	Teachers will unpack the Science Michigan Curriculum Framework to write a pacing guide and lessons. They will also begin examining the New Michigan Science Standards for comparison.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	School Leader, instructional coach, instructional staff
Professional Development on Mapping and Pacing Guides	As a result of sustainable professional development, teachers will align the curriculum with maps and pacing guides to monitor the mastery and delivery of all lessons needed to be taught throughout the school year. Students be taught all skills needed to progress to the next grade level while using various resources to do so.	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$3624	School leader and coach

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High Interest Informational Text	Informational text will be used more in the classroom to teach reading for meaning and introduce students to scientific content. Tradebooks related to the science curriculum, National Geographic for kids (magazine and online), Discovery Education online and United Streaming will all be used to supplement the Science Curriculum.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1200	School leader, instructional coach, instructional staff, support staff
SIOP Workshops Professional Development	We will have a series of four onsite SIOP workshops, as well as attend any off site language and literacy professional development opportunities.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	ESL lead, principal, Instructional Coach, all instructional staff
ESL Coach/ESL Lead	ESL Coach or ESL department chair will monitor implementation of SIOP Model and corresponding strategies within the classroom. This ESL Coach or lead will collaborate with the instructional coach and instructional staff to ensure that the SIOP model is implemented.	Implementation, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Principal, instructional coach, ESL coach/ESL Lead
Training for ESL Team	The ESL team will seek out other language and literacy professional development trainings to attend offered by MDE, RESA, BEHR, or similar provider. These trainings may include the MABE conference, Special Populations conference, or other similar events.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$30000	ESL Lead, ESL Coach, principal, instructional coach
Bilingual paraprofessional support	Bilingual paraprofessionals will assist students' learning by providing scaffolding supports to learning in the classroom.	Academic Support Program	Tier 1	Implement	08/16/2018	06/21/2019	\$100000	Principal
Data Analysis of Benchmark and Local Assessments	NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.	Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$5300	Instructional coach, school leader, and the district coordinator of student learning

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Living Arts Program	This program will partner with the staff at various CCA Campuses to ensure receive enriching experiences connecting to culture and art.	Implementation, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$12000	School leader, teachers, Living Arts Program Director and instructional coach
Language and Literacy Trainings	Teachers will participate in language and literacy training sessions, after being SIOP trained, to further their knowledge on best practices for all learners, including English Learners. Training will include engagement strategies, academic vocabulary strategies, grouping strategies, and other high-yield instructional strategies.	Implementation, Academic Support Program, Curriculum Development, Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, ELL coach, instructional coach, instructional staff
After School-RTI	Teachers will plan and implement after school RTI/MTSS class for students. The classes will center around note-taking skills, organizational skills, time-management, and planning skills for high school students.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$24500	School leader, instructional coach, ELL coach, instructional staff
Parent Liasion	Parent Liasion along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).	Implementation, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$60000	School leader, administration and Parent Liasion

### Cesar Chavez Academy Elementary East

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Graphic Organizers	Students and teachers will use graphic organizers when modeling and displaying mastery. These graphic organizers will be used weekly.	Direct Instruction	Tier 1		08/16/2018	06/21/2019	\$1000	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning



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Modeling of Reading & Writing Strategies	Modeling from teachers and support staff are daily expectations to help increase mastery and for students to make connections with the skill and standard.	Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Weekly Use of Evidence Based Software Licenses	Study Island, RAZ Kids, IXL, United Streaming and other software licenses are utilized by teachers on a weekly basis and turn in report to the instructional coach to track student use.	Supplemental Materials, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader, instructional staff, teachers, support staff
Utilize Assisted Technology	To prepare students with Career and College Readiness, review prerequisite skills, address areas of deficient, increase engagement and incorporate technology into daily activities, technology will be a focus in upholding our mission of IGNITE. EDUCATE. EXCEL. Elmo projectors and smart boards are a part of lesson planning to model, present and review material. Laptop cart are available to all grades and twice a week students are expected to practice skills at their level on IXL, StudyIsland, Raz-Kids, etc. will be used in various forms to engage the learners and meet them at their ability level.	Supplemental Materials, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$50000	School leader, instructional coach and staff
Data Use for Lesson Delivery from Site Licenses	Reports from IXL, ABC Mouse, StudyIsland, NWEA, Learningtoz.com are generated to discuss during various meetings with the instructional coach and leader to drive revisions and planning of lesson delivery.	Supplemental Materials, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	Instructional staff, instructional coaches, school leaders, and support staff
Incorporate Writing and Reading in all Content Areas	Students will write using the six traits and read displaying the traits of a "good reader" across all subjects including reading, writing, science, social studies, math and health as well.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning

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Use of Rubrics/Checklists for Assignments	Students will use student friendly rubrics for self reflection and monitoring of understanding of the expectations.	Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional staff, instructional coaches, school leaders, and district coordinator of student learning
Data Team Meeting	Both instructional learning cycles and grade level/administration meetings will take place twice a month to monitor process of the program.	Teacher Collaboration, Communication, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Data Collection and Feedback	A various scheduled times multiple points of data (demographic, perception, and academic) will be collected to inform decision making on curriculum, instruction and assessment.	Evaluation, Teacher Collaboration, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning
Use of Research and Evidence Based Activities	Professional Learning Communities drive the academic program which provides information on research and evidence based activities that have documented results to increase utilization of D.I. in all tiered instruction.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Instructional coach, instruction staff, and support staff
Intervention Materials	Resource materials to assist academic support staff in implementing engaging and motivating interventions in phonemic awareness, phonics, comprehension, vocabulary, fluency. These will include: Reading games, manipulatives, leveled readers and various leveled materials, Audio books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$5500	Administration, instructional coach, support staff

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PBIS Professional Development	Off- or on-site PDs throughout the year to ensure full implementation of the school wide PBIS program to promote an atmosphere of respect, safety, and responsibility. In addition, the PBIS team also provides frequent presentations on the PBIS program and discussions on the evaluation of the program are planned during staff meetings and PD days.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	School leadership, instructional leadership team, instructional staff, support staff, office staff
Parent Meetings	The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of uselearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff
Home Visits	Stipends for teachers who conduct home visits for students who are at-risk (chronologically absent).	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$2000	administration, community liaison, teachers, support staff, instructional support
Parent Newsletter Subscriptions	Subscriptions to newsletters for parents to support the home/school connection and support parents with added strategies	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$500	administrative team, community liaison
Monthly Reading Events and Activities	Students will gain better understanding and comprehension of ELA common core from attending seminars and activities with their parents and families that highlight strategies to improve reading skills. The staff and committees will also plan engagement activities that helps students with progress.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	School leader, instructional coach, staff

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Assistance from Agencies to Present to Families	Administration with research, collaborate and employ agencies and presenters to work with parents and families to increase participation with academics.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$3500	School leader, instructional coach, contractual services and staff
Professional Development on Parental and Community Relationship	Staff and parents will be invited to seminars and professional developments that inform stakeholders on best practices for engaging parents and teaching at risk students.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	School leader, district coordinator for student learning, instructional coach and support staff
Instructional Learning Cycles	Teachers will engage in Instructional learning cycles as part of professional learning and to engage in analyzing data to drive instruction and incorporating best practices. An ILC coach will support with facilitating and data analysis.	Academic Support Program, Curriculum Development, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	Math coach, instructional coach, teachers, support staff and school leader
Academic Vocabulary	Teachers will increase the use and emphasis of math vocabulary (Engage NY and MyMath) during instruction time and students will complete vocabulary activities on a weekly basis. Vocabulary will highlight prerequisite and new vocabulary from curriculum standards, as well as assessment vocabulary from M-Step and NWEA. Academic vocabulary will be a continuous focus in all subject and content areas to prepare students for success of grade level and pre-requisite skills to become life long learners. Multiple activities will be planned to introduce and review vocabulary.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	All teachers, instructional support staff
Effective Lesson Planning	Teacher will develop plans with key components that improve student learning through documentation of essential questions, Marzano's strategies, formative and summative elements, sequence of instruction and higher order thinking skills. Teachers will make the objective of each lesson known to students at the start of instruction so that students know what they are learning and why.	Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$0	All teachers; instructional support staff; instructional coach; school leader

## District Improvement Plan

Cesar Chavez Academy

Use of Multiple Resources to Increase DI and Mastery	Teachers at all grade levels will provide students with manipulatives such as unifix cubes, counters, and tangrams to use in order to learn math concepts and to master skills. Teaching and support staff will take advantage of manipulatives to provide hands-on learning opportunities to promote student understanding and success. After data analysis and feedback from parents, students and staff, multi-leveled resources will be purchased, monitored and evaluated to elevate scores in all content areas.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	School leader, instructional coach, instructional staff
Math Centers and Hands on Materials	Students will engage in learning activities that address their areas of weaknesses with manipulatives, technology, games, peer tutoring, etc.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, instructional staff
Instructional Coach	The academy will provide an instructional coach to work with teachers on improving classroom instruction, data analysis, and progress monitoring. The instructional coach has a multitude of responsibilities that mostly include monitoring student growth, review lesson planning and delivery, gathering data to measure student's success, giving feedback on instruction and best practices. She works closely with instructional and support staff to analyze data, provide assistance and uphold the SIP goals and activities.	Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$132463	Instructional Coach, School Leader, District Coordinator for Student Learning
Software and iPad Applications	Students will make connections to real life when using BrainPop, discovery learning, iPads to reinforce what has been taught in the classroom and utilize technology for reports and projects	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administrative team, instructional coach, teachers
Field Trips to Community Organizations	Students will have hands on experiences and real world experiences by participating on field trips to community based organizations.	Community Engagement	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	Administration, instructional coach, teachers
Informational text/ literature aligned to MC3 Curriculum	Students will utilize a variety of grade level appropriate informational text to support learning, such as trade books and student magazines	Curriculum Development	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administration, instructional coach, teachers
More Focus and Emphasis on History, Timelines and Biographies	Students will learn more about the impact history had on their lives today by learning about individuals and events through graphs, maps, text features, timelines, etc to increase comprehension of science and social studies (informational text).	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Subscriptions to Various Resources	Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$1500	School leader, instructional and support staff and instructional coach
Quarterly Presentations and Projects	Once every acad marking, teachers will provide a rubric to assist with students presenting on an informational topic such as Career Day, Black History Month, Author's Study, etc	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1000	School leader, instructional coach, support staff and instructional staff
Make Connections to Real Life Application	Intentional and research based strategies will be documented and used to create background knowledge, both academic and personal experiences, to elevate student growth.	Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, support staff and instructional staff
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	School leader, instructional coach, support staff and instructional staff
Marzano Professional Development Sessions	Teachers will receive Marzano's training on and off campus to equip them with the necessary strategies to teach with fidelity.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Weekly Hands On Activities	There will be an increase in planning for using more manipulatives to measure and increase comprehension in all tiers of instruction.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions.	Academic Support Program	Tier 2		08/15/2018	06/21/2019	\$15000	School leader, instructional coach, support staff and instructional staff
Off Campus Experiences/Field Trip	Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery.	Field Trip	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, coach and staff
Daily Response To Intervention Time	From 2-3 daily students are grouped based off DRA, StudyIsland, NWEA, etc. to provide meaningful and intentional interventions to increase mastery of areas of weaknesses.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Off Campus Experiences/Field Trips	Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery. Students will have a hands on experience to state standards by participating in field trips.	Field Trip	Tier 1	Monitor	08/15/2018	06/21/2019	\$8500	School leader, instructional coach, support staff and instructional staff
Professional development on cross curricular instruction	PD on cross curricular instruction to support teachers in implementing high engaging lessons	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	School leader, instructional coach, support staff and instructional staff
More Focus and Emphasis on Science in ELA	Students will learn more about the impact history had on their lives today by learning about individuals and events through graphs, maps, text features, timelines, etc. to increase comprehension of science and social studies (informational text).	Direct Instruction	Tier 1	Evaluate	08/15/2018	06/21/2019	\$1200	School leader, instructional coach, support staff and instructional staff

## District Improvement Plan

Cesar Chavez Academy

Subscriptions to Various Resources	Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$3000	School leader, instructional coach, support staff and instructional staff
Use of Leveled Reader to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional staff and coach
Quarterly Presentations and Projects	Once every acad marking, teachers will provide a rubric to assist with students presenting on an informational topic such as Career Day, Black History Month, Author's Study, etc	Direct Instruction	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach and instructional/support staff
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students. This software will be utilized by teachers and students to help in understand material to reach mastery on assessments.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$8900	School leader, instructional coach, support staff and instructional staff
Summer School	Summer school program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations. Summer school program will target the lowest achieving students from the gathering of different data sources to meet the skills and standards that the students struggle with. Materials will be purchased to supplement the curriculum during the summer to offer hands on manipulatives, games, science experiments, technology and literature. Teachers and paraprofessionals will provide small class instruction and progress monitor during the four week summer school.	Academic Support Program	Tier 1	Evaluate	06/17/2019	08/16/2019	\$192874	School leader, instructional coach, instructional staff, support staff



## District Improvement Plan

Cesar Chavez Academy

ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the science classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
High Interest Informational Text	Informational text will be used more in the classroom to teach reading for meaning and introduce students to scientific content. Tradebooks related to the science curriculum, National Geographic for kids (magazine and online), Discovery Education online and United Streaming will all be used to supplement the Science Curriculum.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1200	School leader, instructional coach, instructional staff, support staff
Data Analysis of Benchmark and Local Assessments	NWEA, MiStep, WIDA/ELPA, DRA, StudyIsland, MLLP, Running Records, and common grade-level assessments will be examined to measure students' levels of mastery to drive instruction.	Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$5300	Instructional coach, school leader, and the district coordinator of student learning

### Cesar Chavez Academy Elementary

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$15000	School leader, instructional leader, teachers and instructional coach.
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	District administrative team

## District Improvement Plan

Cesar Chavez Academy

Summer School Program	Summer school; utilizing end of the year assessment data, students identified at risk in language arts/math will be invited to attend. Supplies and personnel to support instruction.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/29/2019	\$212500	School leader, instructional coaches and teachers.
Math Interventionist	Hire an additional math interventionist for the priority school using district and building set-aside	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$60000	School Leader
Parent Involvement Coordinator	Parent Involvement Coordinators will work within buildings to build effective parent relationships to further gain parental involvement with the school and community. They will also further build parent knowledge and capacity.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$50000	School Leaders
Sheltered Instruction Training that addresses 8 components of SIOP	Teachers will attend training in the 8 components of Sheltered Instruction throughout the school year.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leaders, instructional coaches, ELL coaches
Increase and Provide PD on SIOP and Best Practices for ELL Students	District will provide an increase of PDs days with a focus on educating ELL on all levels (servicing and exiting students).	Implementation, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$10000	School leader, ELL coach and instructional coach
Ongoing PD from ELL Coaches	ELL coaches will present quarterly on SIOP strategies, research and areas of concern for the District in relationship to observations and data that will elevate academic scores for ELL students in the district.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration, Career Preparation /Orientation, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$25000	ELL coach and administrative team

## District Improvement Plan

Cesar Chavez Academy

Teachers will include both language and content objectives in their lesson.	To assist with mastery of content and promote students understanding of what they are learning and the learning targets, teachers will post language and content objectives in their lessons which helps with integration of SIOP.	Implementation, Academic Support Program, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administrative team and teachers
Monitoring with Walkthroughs and Feedback	ELL and instructional coaches will complete observations to support the teachers in delivering instruction to ELL learners, suggest the use of SIOP strategies and best practices. This observation will consist of a SIOP checklist to monitor instruction and student learning	Implementation, Academic Support Program, Walkthrough, Professional Learning, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$0	n/a
Utilize SIOP strategies consistently in whole group and small group instruction	The expectation of staff is that the information presented and distributed from SIOP PD will be used daily and planned for with multiple sources of material to reach all students, with a concentrated effort on ELL students.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	Instructional staff, administrative, ELL and instructional coaches
Utilize Data from WIDA, local and state assessments	Multiple meetings are planned monthly and quarterly to discuss WIDA and other state mandated testing and local assessments and how at what levels are ELL students are performing on	Academic Support Program, Technology, Materials, Policy and Process, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$10000	ELL and Instructional coaches along with school leader and team leads
Data team meetings that are designed to inform schools and parents of assessment results and student eligibility for ELL services	Parents will be notified of their child's need to receive ELL services after teams have met to analysis local and state assessments. The teacher will also be a part of the discussion with the parents to discuss what can be done at home along with additional services at school.	Implementation, Academic Support Program, Professional Learning, Teacher Collaboration	Tier 2	Implement	08/16/2018	06/21/2019	\$25000	Administration, teachers, instructional support team, instructional coach

## District Improvement Plan

Cesar Chavez Academy

Administrators and staff will receive technical support on how to manage and deliver services to ELL students in the RTI process.	Technical support from outside agencies and consultants will give feedback to staff to promote growth through the RTI process and offer suggestions for improvement for ELL students.	Implementation, Academic Support Program, Materials, Direct Instruction	Tier 2	Getting Ready	08/16/2018	06/21/2019	\$35000	Consultant, teachers, instructional support team, administration team, instructional and ELL coach
Teachers will develop maps and pacing guides, lesson plans focused on the ELA Standards.	Maps and pacing guides will serve as tracking documents to ensure quality and timely instruction for ALL students. They also guide lesson planning with components that support best practices and research based interventions.	Academic Support Program, Professional Learning, Materials, Monitor, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$0	Administration, school leader, instructional coach and teachers
The district will implement a consistent and rigorous mechanism monitoring the standards and ensuring accountability for ELL performance results.	A detailed and document procedure will be recorded to ensure fidelity of monitoring standards through grade book reviews, lesson plans, walkthroughs, RTI/MTSS push in and pull out and SIOp strategies.	Academic Support Program, Professional Learning, Policy and Process, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$0	ELL coaches, instructional coaches, administration and teachers
Instructional staff will use of WIDA rubrics across content areas.	WIDA rubrics will be used across all subjects to familiarize students with the expectations of the WIDA test and reach all the 3 AMAO targets.	Getting Ready, Direct Instruction	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	Instructional and ELL coach, instructional staff and administration
Intensive Summer School Program	A six week program will be offered to tier 2 and 3 ELL students to focus on math, reading and writing.	Academic Support Program, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$80000	Instructional coach, ELL coach, instructional staff and administration

## District Improvement Plan

Cesar Chavez Academy

Data-Driven After School Tutoring	After school tutoring will be scheduled for ELL students to reach WIDA and common core standards as well foundational skills that they haven't mastered.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$57000	Instructional and ELL staff, school leader and instructional coach
ESL Literacy Classes	ELL students will be placed in classes to support them with Language Acquisition.	Implementation, Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$77500	ELL and instructional coach, instructional and support staff
Highly Qualified ESL support paraprofessionals	Paraprofessionals will push in and pull out with Tier 2 students to deliver interventions and teach small groups of ELL students.	Academic Support Program, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$222000	School leader, instructional coach, support staff
Distribute and present informational materials on academic and social concerns.	Monthly themed family events are help to equip families with essential information to help with their child's education and work in partnership with the school.	Parent Involvement, Professional Learning, Community Engagement, Monitor	Tier 1	Monitor	08/16/2018	06/21/2019	\$67500	Parent Liaison, instructional staff, community partnerships
Weekly Use of Evidence Based Software Licenses	Study Island, RAZ Kids, IXL, United Streaming and other software licenses are utilized by teachers on a weekly basis and turn in report to the instructional coach to track student use.	Supplemental Materials, Technology, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$5000	School leader, instructional staff, teachers, support staff

## District Improvement Plan

Cesar Chavez Academy

Informational Text & Leveled Readers	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books.	Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$6500	Instructional staff, instructional coaches, school leaders, and support staff
PD on Reading and Writing Across the Curriculum	Continued professional development for all involved in teaching reading and writing strategies to increase the use of writing across the curriculum	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5000	Instructional staff, district coordinator of student learning and achievement, instructional coaches, school leaders, and support staff
Professional Development on WIDA	Instructional staff will receive training on how to analyze results from the state test WIDA to drive instruction.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$500	Instructional coach, school leader, and the district coordinator of student learning
Informational Text and Leveled Readers (Spanish & English)	Leveled Readers for fluency and comprehension across all ability levels including high interest books at lower reading levels Separate testing across multiple weeks Accelerated Reader classroom sets- various levels. Teachers will increase the use of informational text by incorporating cross curricular activities (science and social studies) during the reading block. This may include the use of magazines subscriptions and informational trade books. Literature will be used across all contents to teach reading skills to narrow the gap in achievement with ELL/ESL students and other students who need to strengthen reading skills.	Academic Support Program, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$17602	School leader, instructional coach, administration team, support staff, and the district coordinator of student learning

## District Improvement Plan

Cesar Chavez Academy

Effective Use of Reading Specialist	The reading specialist has a multitude of responsibilities that include working with the instructional coach and data coach to monitor reading growth, review lesson planning and delivery, assisting in gathering data to measure student success, giving feedback on instruction and best practices in reading, and supporting staff in reading and English Language Arts instruction.	Academic Support Program, Teacher Collaboration	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$60000	School leader, Instructional Coach, Data Coach, Reading specialist
Utilize Software Licenses to Engage Learners	Students will use learning atoz.com, Discovery Education, United Streaming, Moby Max, Starfall, Raz kids, Reading A-Z, Lexia, BrainPop, Interactive White board games (lakeshore) and a variety of iPads applications to enhance whole group as well as independent learning. ESL learning software: BrainPop; to reinforce language acquisition, visual learning and enhance instruction	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$16200	School leader, coach, teachers and support staff
Sustainable PD on Using Technology	Instructional staff will be equipped the essential tools to teach using Ipads and technology in the form of on-going professional development	Professional Learning, Technology	Tier 1	Implement	08/16/2018	06/21/2019	\$2000	Instructional staff, coach, school leader, and district coordinator of student learning
Summer School Program Administrator	Summer school administrator will support administrative team by creating summer school program, pulling together the curriculum and resources and taking care of the daily needs of summer school students and teachers.	Academic Support Program, Monitor	Tier 1	Monitor	07/01/2019	08/29/2019	\$11500	Administrative team, Summer School program administrator
Title I Teachers-Data Driven Targeted Interventions	Align intervention needs with school wide data and student needs. Maintain 3 Title I Reading and math Interventionists. Professional Development for intervention programs. Review and monitor data each week at co-plans ,Align interventions to Houghton Mifflin, Making Meaning, and Phonics 1st programs, Progress monitoring, MTSS materials to support small group instruction, Computer-based Reading programs	Academic Support Program, Direct Instruction	Tier 3	Monitor	08/16/2018	06/21/2019	\$344863	Administration, District Coordinator for Student Learning and Achievement, Instructional Coach, Teachers, Title I teachers

## District Improvement Plan

Cesar Chavez Academy

Accelerated Reader	Continue to implement Accelerated Reader Technology program and Star Reader assessment along with Early Star Literacy.	Technology	Tier 1	Monitor	08/16/2018	06/21/2019	\$3000	School leader, coach, teachers and support staff
Professional Development on RLAC /Phonics First and Phonemic Awareness	Teachers will receive sustainable and ongoing professional development on targeted interventions.	Monitor	Tier 2	Implement	08/16/2018	06/21/2019	\$3500	School leader, instructional coach, instructional staff
Response to Intervention/Data Coach	A response to intervention coach will oversee the RtI process and support in reviewing data, implement intervention groups, schedule parent meetings, facilitate RtI meetings	Implementation, Academic Support Program, Curriculum Development, Walkthrough, Professional Learning, Monitor, Direct Instruction	Tier 2	Monitor	08/16/2018	06/21/2019	\$33000	Administration
Intervention Materials	Resource materials to assist academic support staff in implementing engaging and motivating interventions in phonemic awareness, phonics, comprehension, vocabulary, fluency. These will include: Reading games, manipulatives, leveled readers and various leveled materials, Audio books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction.	Academic Support Program	Tier 3	Monitor	08/16/2018	06/21/2019	\$5500	Administration, instructional coach, support staff
PBIS Professional Development	Off- or on-site PDs throughout the year to ensure full implementation of the school wide PBIS program to promote an atmosphere of respect, safety, and responsibility. In addition, the PBIS team also provides frequent presentations on the PBIS program and discussions on the evaluation of the program are planned during staff meetings and PD days.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$2500	School leadership, instructional leadership team, instructional staff, support staff, office staff



## District Improvement Plan

Cesar Chavez Academy

Parent Meetings	The academy will present parents with monthly trainings or informational workshops, book clubs, learning communities, and training in the use of usalearns.org to promote their understanding of the school's curriculum and assessments and their role in promoting student success. The school will hold monthly parent meetings to inform and educate the parents on the school's curriculum, activities, surrounding community, and other factors affecting their student's education.	Parent Involvement	Tier 1	Monitor	08/16/2018	06/21/2019	\$7000	School leadership, instructional leadership team, instructional staff, support staff, office staff, School Home-Community Liaison, General Education Staff, and Support Staff
Bi-Weekly Curriculum Briefing for ELA	Bi-weekly meetings will be held by parent liaison and staff to connect with families to increase participation and encourage families to become more aware of the expectations for learning. Refreshments and literature will be provided for families and children during these activities as well.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$2150	Coach, leader and staff
Parent Friendly Curriculum	Create Parent Friendly curriculum that is translated into Spanish based on common core state standards.	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$0	School leader
Dia De La Mujer Conference	Dia De La Mujer held at Michigan State Univ. Open to 50 parents on a first-come, first-serve basis. The 1-day conference in March is designed to provide Michigan Latinas with the opportunity to develop support systems to overcome challenging areas. Agenda is tailored to Latinas' social/academic issues, is a source of education/development for employment, educational opportunities & empowerment of Latinas.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$750	School leader
Parent Leadership Institutes and Give aways	Weekly morning meetings are held for parents to give research based information on how to help their child excel in school. Raffles of instructional materials will be made weekly to encourage participation and learning in the home.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$4100	School leader, staff

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Home Visits	Stipends for teachers who conduct home visits for students who are at-risk (chronologically absent).	Parent Involvement	Tier 1	Getting Ready	08/16/2018	06/21/2019	\$2000	administration, community liaison, teachers, support staff, instructional support
Parent Newsletter Subscriptions	Subscriptions to newsletters for parents to support the home/school connection and support parents with added strategies	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$500	administrative team, community liaison
Monthly Reading Events and Activities	Students will gain better understanding and comprehension of ELA common core from attending seminars and activities with their parents and families that highlight strategies to improve reading skills. The staff and committees will also plan engagement activities that helps students with progress.	Parent Involvement	Tier 1	Implement	08/16/2018	06/21/2019	\$6500	School leader, instructional coach, staff
Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1	Implement	08/16/2017	06/22/2018	\$30000	The district's administrative team(school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2	Implement	08/16/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity.

## District Improvement Plan

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SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 2	Implement	08/16/2018	06/21/2019	\$32200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
Implementation of the SIOP model	Teachers will utilize the SIOP model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOP promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/16/2018	06/21/2019	\$2800	School leadership, instructional leadership team, instructional staff, support staff
Software & Applications Targeting Reading Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Getting Ready, Technology	Tier 2	Monitor	08/16/2018	06/21/2019	\$13500	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide reading and language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Implementation, Academic Support Program	Tier 2	Monitor	08/16/2018	06/21/2019	\$165000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers.

## District Improvement Plan

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MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$5300	Administration, instructional coach, instructional staff
ESL Resource Materials for supporting students in small group instruction	Materials to support vocabulary, comprehension, and listening skills including Expanding Expression tool kits for developing expressive language for students scoring basic, low and high intermediate on WIDA such as audio books and audio players, tag readers, MP3 players, Leapfrog instructional videos, instructional games that support language development	Academic Support Program	Tier 2	Implement	08/16/2018	06/21/2019	\$3600	Administration, instructional coach, ELL teacher, support staff
ELL Materials for supporting Tier I Instruction	ELL iPad applications to reinforce phonics, phonemic awareness, vocabulary, sight words, reading comprehension and fluency. Audio and bilingual picture books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction. Students at risk in language development, vocabulary, comprehension, and word recognition will receive a student work bag that will be signed out weekly by parents. Take home bags will include activities that will support the aforementioned skills	Technology, Materials	Tier 1	Monitor	08/16/2018	06/21/2019	\$5500	Administration, instructional coach, instructional staff, ELL teacher
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$9000	School leaders
ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, instruction coaches, ELL coaches
Instructional Learning Cycles	Teachers will engage in Instructional learning cycles as part of professional learning and to engage in analyzing data to drive instruction and incorporating best practices. An ILC coach will support with facilitating and data analysis.	Academic Support Program, Curriculum Development, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$20000	Math coach, instructional coach, teachers, support staff and school leader

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Computer Applications	Students will use computer software programs (IXL, Study Island, My Math online) to practice computational skills (including programs for EL students) on a weekly basis.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$7400	Classroom teachers, instructional support staff, instructional coach
Professional Development- Best Practices	Teachers will participate in professional development to continue enhancing their craft. Professional development will target best practices in math- such as math talk, Marzano, Guided Math	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	administrative team, instructional coach
Math Centers and Hands on Materials	Students will engage in learning activities that address their areas of weaknesses with manipulatives, technology, games, peer tutoring, etc.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, instructional staff
After-school tutoring	The school will offer a free, after-school tutoring program three days per week, focusing on improving math skills (for students who are below grade level in math). At the Lower Elementary, students will attend after school tutoring at least twice a week to work in small groups on skills and standards that is a result of analysis of data.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$28310	School leader, Instructional Coach, Tutors
Summer School	Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions in mathematics. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 1	Monitor	06/25/2018	08/17/2018	\$164000	All teachers; instructional support staff; instructional coach; school leader
Kinder Summer Institute	Students exiting preschool and commencing to Kindergarten will engage in daily activities to strengthen their math and reading skills to prepare them for a successful kindergarten year.	Academic Support Program	Tier 1	Monitor	06/25/2018	08/10/2018	\$23000	School leader, instructional coach, instructional staff

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After School Tutoring	After school tutoring will be offered to assist students with instructional strategies derived from best practices and differentiated instruction. WIDA Assessment data will be utilized to identify students performing at basic and low intermediate level. Students at basic and low intermediate will be invited to attend ELL Extended Program targeting deficit areas of WIDA. Teachers and support staff will administer the support for the students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$98000	School leader, instructional coach, instructional staff
Summer School Program	ELL learners will be provided the opportunity to be involved in instruction that addresses their areas of concern in mathematics. Test results will be examined and analyzed to correlate the material taught to the students outcomes and areas for growth. ELL students will receive academic support for students scoring basic and low intermediate on the Spring WIDA during an extension of summer school	Implementation, Academic Support Program	Tier 2	Implement	06/25/2018	08/17/2018	\$47700	School leader, instructional coach, instructional staff
Consultant to present ELL strategies	A sustainable plan will be created and monitored to provide a wealth of knowledge to model strategies (including language and literacy skills) and communicate expectations for learning and assistance for ELL learners. Teachers will be expected to use methodology and strategies and receive feedback from administration.	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$15000	School leader, instructional coach, instructional staff
Parental Involvement Activities and Resources	Consultants will offer parents a look into strategies and information, along with resources to assist their children's progress with classwork and homework and their understanding of the district's curriculum and assessments.	Parent Involvement, Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$36940	School leader, instructional coach, instructional staff
MABE Conference	Strategies to support English Language Learners for all instructional staff and the opportunity for 2 staff members to attend MABE conference	Professional Learning	Tier 1	Monitor	08/15/2018	06/21/2019	\$5300	School leader, instructional coach, instructional staff
Recruit and Retain Bilingual / ESL Certified staff	District administrative team will establish guidelines, criteria and an application process for tuition reimbursement.	Curriculum Development, Policy and Process	Tier 1	Monitor	08/15/2018	06/21/2019	\$10000	District administrative team
Tuition Reimbursement for ELL Endorsement	Teachers who pursue ELL endorsement will receive tuition reimbursement for up to 2 teachers for 3 semesters a year at \$1500 per semester.	Professional Learning	Tier 1	Getting Ready	08/16/2017	06/22/2018	\$9000	School Leaders

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ELL Coach	Assign an ELL coach that will support with job-embedded professional development, instructional learning cycles and coaching through observations and feedback	Walkthrough, Monitor	Tier 1	Implement	08/15/2018	06/21/2019	\$120000	School leaders, district coordinator for student learning, RVP, instructional coaches, ELL coaches
Utilize ESL Teachers / Support Staff	ESL teachers and applicable support staff will use research based strategies and appropriate instructional materials to promote mastery and provide interventions to ELL students.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$70000	School leader, instructional coach, teachers
ESL Resource Materials for supporting students in small group instruction	Materials to support vocabulary, comprehension, and listening skills including Expanding Expression tool kits for developing expressive language for students scoring basic, low and high intermediate on WIDA such as audio books and audio players, tag readers, MP3 players, Leapfrog instructional videos, instructional games that support language development	Academic Support Program	Tier 2	Implement	08/15/2018	06/21/2019	\$3600	Administration, instructional coach, ELL teacher, support staff
ELL Materials for supporting Tier I Instruction	ELL iPad applications to reinforce language skills in mathematics. Audio and bilingual picture books to promote language development and support English acquisition, reading comprehension and support differentiation of instruction. Students at risk in language development, vocabulary, comprehension, and word recognition will receive a student work bag that will be signed out weekly by parents. Take home bags will include activities that will support the aforementioned skills.	Technology, Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$5500	Administration, instructional coach, ELL teacher, support staff
Data Analysis	District coach, instructional coaches, ELL coach and schools leaders will analyze student assessment data to determine the effectiveness of the strategy.	Monitor	Tier 1	Monitor	08/15/2018	06/21/2019	\$275000	District coordinator for student learning, instructional coaches. and schools leaders are responsible for analyzing data.

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Monitor the Implementation of SIOP components	Using the SIOP walkthrough tools, the district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator of student learning and RVP) will monitor the implementation of this strategy on a daily basis, and provide immediate and actionable feedback to teachers and staff.	Academic Support Program	Tier 1		08/15/2018	06/21/2019	\$30000	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.
ESL Progress Monitoring Tool	The district will purchase a progress monitoring tool specifically for the level 1 and 2 students as determined by the W-APT screener and spring WIDA results for tracking success of interventions (Woodcock-Munoz progress monitoring)	Technology	Tier 2		08/15/2018	06/21/2019	\$15000	The district administrative team is responsible for implementing this activity
SIOP Professional Development	Teachers and district administrative teams will be provided with ongoing professional development on the SIOP components (e.g. MABE conference - Michigan Association for Bilingual Education and onsite professional development).	Professional Learning	Tier 1	Monitor	08/16/2017	06/22/2018	\$18200	The district's administrative team (school leaders, instructional coaches, ELL coach, district coordinator for student learning and RVP) will monitor the implementation of this strategy.



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Implementation of the SIOF model	Teachers will utilize the SIOF model when planning lessons, selecting resources, delivering lessons, and collecting and analyzing data. Teachers will incorporate instructional strategies that assist with the English Language Learner (ELL Student) within the classroom on a consistent basis. SIOF promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning.	Implementation, Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$500	School leader, instructional coach, instructional staff, support staff
Software & Applications Targeting Math Needs of ELL Students	Beginning stages of training staff on basic knowledge and use of online technology.	Technology	Tier 2	Monitor	08/15/2018	06/21/2019	\$8000	Instructional Coach, General Staff, and Paraprofessionals
ELL Paraprofessional Classroom Push-In and Pull-Out	Paraprofessionals provide language interventions within the general education classroom as well as in small group setting and/or one-to-one.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$100000	School Leader, Instructional Coach, ESL Coach, Paraprofessionals, General Education Teachers
Software and iPad Applications	Students will make connections to real life when using BrainPop, discovery learning, iPads to reinforce what has been taught in the classroom and utilize technology for reports and projects	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administrative team, instructional coach, teachers
Field Trips to Community Organizations	Students will have hands on experiences and real world experiences by participating on field trips to community based organizations.	Community Engagement	Tier 1	Monitor	08/15/2018	06/21/2019	\$13000	Administration, instructional coach, teachers
Informational text/ literature aligned to MC3 Curriculum	Students will utilize a variety of grade level appropriate informational text to support learning, such as trade books and student magazines	Curriculum Development	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	Administration, instructional coach, teachers

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Subscriptions to Various Resources	Teachers will use Time For Kids, Kids Geographic, Newspapers and magazines to increase the knowledge of concepts related to Science and Social Studies.	Materials	Tier 1	Implement	08/15/2018	06/21/2019	\$1500	School leader, instructional and support staff and instructional coach
Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$1500	School leader, instructional coach, support staff and instructional staff
Summer School	4 week program is designed to strengthen weaknesses in all content areas and give targeted interventions in small groups. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments. Teaching staff will also provide supplemental learning opportunities to students in the summer to support mastery of content and to allow for skills practice for at risk students identified through the use of data and teacher recommendations.	Academic Support Program	Tier 2	Monitor	08/16/2017	06/22/2018	\$144000	School leader, instructional coach, support staff and instructional staff
Use of Spanish Language Resources	Acquisition and increased use of Spanish language resource materials to facilitate increased conceptual understanding to bridge the language barrier and provide resources for student use.	Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Teacher training on Technology Integration	Ongoing training for the staff to continue and become experts in integrating technology into lesson planning, instruction, data collection/assessments, data analysis, and supplemental student resources. Training for staff on technology integration may include training on: -Naiku - Study Island -IXL -Brain Pop - NWEA - Accelerated Reader -Accelerated Math -Big Ideas - Compass Learning -Google -Microsoft	Professional Learning, Technology	Tier 1	Implement	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff

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Off Campus Experiences/Field Trips	Trips connected to the Common Core will be taken monthly to help students connect to real life with increases mastery. Students will have a hands on experience to state standards by participating in field trips.	Field Trip	Tier 1	Monitor	08/15/2018	06/21/2019	\$8500	School leader, instructional coach, support staff and instructional staff
Science Fair	All students in grades K-12 will complete a science fair project focusing on the Scientific Process.	Direct Instruction	Tier 1	Getting Ready	08/15/2018	06/21/2019	\$500	School leader, instructional coach, support staff and instructional staff
Professional development on cross curricular instruction	PD on cross curricular instruction to support teachers in implementing high engaging lessons	Professional Learning	Tier 1	Implement	08/15/2018	06/21/2019	\$4500	School leader, instructional coach, support staff and instructional staff
Informational text/literature aligned to support science	Informational Text/literature that supports the integration of literacy across content areas	Academic Support Program, Curriculum Development, Materials	Tier 1	Monitor	08/15/2018	06/21/2019	\$5000	School leader, instructional coach, support staff and instructional staff
Science A-Z	Science A-Z web-based program to support with informational text and inquiry based science experiments.	Academic Support Program	Tier 1	Monitor	08/15/2018	06/21/2019	\$2500	School leader, instructional coach, support staff and instructional staff
Use of Leveled Reader to Increase Reading Skills	Students will read on their level to address their weaknesses and to reinforce skills that help with fluency and comprehension issues that infer with their mastery of informational text.	Supplemental Materials, Materials	Tier 2	Monitor	08/15/2018	06/21/2019	\$2000	School leader, instructional staff and coach

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Use Software Licenses to Increase Engagement and Visualizing	StudyIsland, BrainPop, ABC Mouse, United Streaming, etc are used weekly to raise a level of curiosity and engagement for students. This software will be utilized by teachers and students to help in understand material to reach mastery on assessments.	Technology	Tier 1	Monitor	08/15/2018	06/21/2019	\$8900	School leader, instructional coach, support staff and instructional staff
After School Tutoring	After school program will use various sources of data to provide research and evidence based interventions. Teaching staff will provide after school study skills programs for students struggling toward mastery of academic content and skills utilizing evidence based interventions. Students will be selected for after school tutoring based upon various data sources including NWEA and classroom assessments.	Academic Support Program	Tier 2	Monitor	08/15/2018	06/21/2019	\$139000	School leader, instructional coach, instructional staff, support staff
Response to Intervention Coordinator	Use of Response to Intervention Coordinator in order to monitor and align interventions, monitor student growth, review logs, gather data to measure student's success, give feedback on instruction and best practices in a concerted effort with support staff and instructional leadership team.	Academic Support Program, Professional Learning	Tier 1	Evaluate	08/15/2018	06/21/2019	\$60000	School leader, instructional coach, instructional staff, support staff
High Interest Informational Text	Informational text will be used more in the classroom to teach reading for meaning and introduce students to scientific content. Tradebooks related to the science curriculum, National Geographic for kids (magazine and online), Discovery Education online and United Streaming will all be used to supplement the Science Curriculum.	Direct Instruction	Tier 1	Monitor	08/15/2018	06/21/2019	\$1200	School leader, instructional coach, instructional staff, support staff
SIOP Workshops Professional Development	We will have a series of four onsite SIOP workshops, as well as attend any off site language and literacy professional development opportunities.	Professional Learning	Tier 1	Implement	08/16/2018	06/21/2019	\$15000	ESL lead, principal, Instructional Coach, all instructional staff

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ESL Coach/ESL Lead	ESL Coach or ESL department chair will monitor implementation of SIOP Model and corresponding strategies within the classroom. This ESL Coach or lead will collaborate with the instructional coach and instructional staff to ensure that the SIOP model is implemented.	Implementation, Curriculum Development, Walkthrough, Professional Learning, Teacher Collaboration, Monitor	Tier 1	Implement	08/16/2018	06/21/2019	\$30000	Principal, instructional coach, ESL coach/ESL Lead
Training for ESL Team	The ESL team will seek out other language and literacy professional development trainings to attend offered by MDE, RESA, BEHR, or similar provider. These trainings may include the MABE conference, Special Populations conference, or other similar events.	Professional Learning	Tier 1	Monitor	08/16/2018	06/21/2019	\$30000	ESL Lead, ESL Coach, principal, instructional coach
Bilingual paraprofessional support	Bilingual paraprofessionals will assist students' learning by providing scaffolding supports to learning in the classroom.	Academic Support Program	Tier 1	Implement	08/16/2018	06/21/2019	\$100000	Principal
Living Arts Program	This program will partner with the staff at various CCA Campuses to ensure receive enriching experiences connecting to culture and art.	Implementation, Materials, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$12000	School leader, teachers, Living Arts Program Director and instructional coach
Handwriting Without Tears Program	Handwriting without tears will enhance our writing curriculum through developmentally appropriate, multisensory approach to handwriting instruction which will build the strong foundation to becoming strong writers.	Implementation, Academic Support Program, Monitor, Direct Instruction	Tier 1	Implement	08/16/2018	06/21/2019	\$1200	School leader, teacher, instructional coach
Parent Liasion	Parent Liasion along with staff and administration will plan weekly, monthly and quarterly meetings and events to inform immigrant parents on initiatives (both academic, community and behaviorally).	Implementation, Community Engagement	Tier 1	Implement	08/16/2018	06/21/2019	\$60000	School leader, administration and Parent Liasion