

MICIP Portfolio Report

West Branch-Rose City Area Schools

Goals Included

Active

- Improve Student Engagement
 - Improve Student Support System
 - Instructional System
 - Talent Management
-

Buildings Included

Open-Active

- Ogemaw Heights High School
 - Rose City School
 - Surline Elementary School
 - Surline Middle School
-

Plan Components Included

Goal Summary

Strategy

Summary

Implementation Plan

Buildings

Funding

Communication

Activities

Activity Text

Activity Buildings

MICIP Portfolio Report

West Branch-Rose City Area Schools

Improve Student Engagement

Status: ACTIVE

Statement: By June of 2026, all students are engaged, connected, and supported in achieving academic proficiency as measured by benchmark and formative assessments, qualitative data collected by stakeholders (including students and families), and course passing rates as appropriate.

Created Date: 06/11/2021

Target Completion Date: 06/30/2026

Strategies:

(1/7): 5 Dimensions of Teaching and Learning™

Owner: Heather Phelps

Start Date: 06/23/2021

Due Date: 06/30/2026

Summary: The 5 Dimensions of Teaching and Learning™ instructional framework (5D) is a research-based tool to help schools and districts create shared vision and common language for teaching and learning, scaffold the development of expertise and grow high-quality instructional practices. Developed from a multiyear research effort at the University of Washington, the 5D instructional framework combines vision statements and guiding questions to help educators reflect on the core elements of effective teaching: purpose, student engagement, curriculum and pedagogy, assessment for student learning, and classroom environment and culture.

Buildings: All Active Buildings

Total Budget: \$4,500.00

- Other Federal Funds (Federal Funds)
- Title II Part A (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)
- Other State Funds (State Funds)

Communication:

Method

- Email Campaign
- District Website Update

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Professional Learning for all teachers delivered by Gail Hughey using MASSP resources during the opening week of school, August 2021.	Gail Hughey	08/23/2021	08/27/2021	COMPLETE
Activity Buildings: All Buildings in Implementation Plan				
Professional development and coaching through the support of a facilitator/coach provided by Institute for Excellence in Education.	Gail Hughey	06/30/2022	06/30/2026	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
Instructional Round Implementation using the book, Leading Instructional Rounds in Education delivered by building administrators.	Gail Hughey	08/23/2021	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(2/7): Engaging Students With Poverty in Mind Book

Owner: Gail Hughey

Start Date: 06/23/2021

Due Date: 06/30/2026

Summary: In this galvanizing follow-up to the best-selling Teaching with Poverty in Mind, renowned educator and learning expert Eric Jensen digs deeper into engagement as the key factor in the academic success of economically disadvantaged students.

Drawing from research, experience, and real school success stories, Engaging Students with Poverty in Mind reveals

Smart, purposeful engagement strategies that all teachers can use to expand students' cognitive capacity, increase motivation and effort, and build deep, enduring understanding of content.

The (until-now) unwritten rules for engagement that are essential for increasing student achievement.

How automating engagement in the classroom can help teachers use instructional time more effectively and empower students to take ownership of their learning.

Steps you can take to create an exciting yet realistic implementation plan.

Too many of our most vulnerable students are tuning out and dropping out because of our failure to engage them. It's time to set the bar higher. Until we make school the best part of every student's day, we will struggle with attendance, achievement, and graduation rates. This timely resource will help you take immediate action to revitalize and enrich your practice so that all your students may thrive in school and beyond.

Buildings: All Active Buildings

Total Budget: \$100.00

- Title II Part A (Federal Funds)

Communication:

Method

- Email Campaign

Audience

- Educators

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Pilot group of teachers to implement a book study using Eric Jensen's Engaging Students with Poverty in Mind and study guide from ASCD.	Gail Hughey	06/23/2021	06/30/2022	COMPLETE
Activity Buildings: All Buildings in Implementation Plan				

(3/7): Strive for Less Than Five

Owner: Heather Phelps

Start Date: 12/08/2022

Due Date: 06/30/2026

Summary: This is an attendance information campaign in which the district educates families and community about the importance of high attendance rates and impacts on education.

Buildings: All Active Buildings

Total Budget: \$10,000.00

- At Risk (31-A) (State Funds)

Communication:

Method

- School Board Meeting
- District Website Update
- Parent Newsletter
- Social Media

Audience

- Staff
- School Board
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Discuss and implement attendance incentives at the building level.	Heather Phelps	12/08/2022	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Communicate with families via newsletters, social media, flyers, and robocalls the importance of attendance from the classroom, building, and district level.	Heather Phelps	12/08/2022	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Introduce Strive for Less than 5 campaign and importance of attendance at district wide PD.	Heather Phelps	12/08/2022	06/30/2026	COMPLETE
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Partner with community agencies to spread the message including health department, businesses, etc.	Heather Phelps	12/08/2022	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(4/7): Student Engagement Strategies

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/30/2026

Summary: The district will provide best-practice opportunities and training for staff, focusing on new staff, in order to increase student engagement and success.

Buildings: All Active Buildings

Total Budget: \$12,000.00

- Title II Part A (Federal Funds)
- Title IV Part A, Effective Use of Technology (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

Communication:

<p>Method</p> <ul style="list-style-type: none"> • Email Campaign • Presentations 	<p>Audience</p> <ul style="list-style-type: none"> • Educators • Staff
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Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Classroom engagement and management strategies prioritizing the needs of new teachers (Jensen book study, Kagan Structures, etc.)	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Boomerang and Bridge Crew including Training to support freshmen success through student mentorship	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i>				
<ul style="list-style-type: none"> • Ogemaw Heights High School 				
Technology Implementation Coach to support technology solutions for engagement in learning	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(5/7): Family Engagement Tied to Learning

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/30/2026

Summary: "School improvement research demonstrates the importance of focusing family engagement around specific outcomes (Bryk et. al, 2010). Authentic family engagement activities are designed so families support and monitor their children’s education and behavioral goals through a partnership with schools and community-based agencies. High-quality family engagement is linked to learning outcomes (Mapp, & Kuttner, 2013). Family engagement is strongly linked to higher levels of academic achievement, increased attendance, more positive attitudes toward school, and higher graduation rates (Henderson, & Mapp, 2002). A meta-analysis of over 28 studies investigating the impact of family engagement has found a significant and large association between family engagement and the academic achievement of students from early childhood through secondary school (Jeynes, 2016). Family engagement activities that support high expectations for learners and helping learners make real-world connections are the strongest predictors of achievement (Jeynes, 2005). "

Buildings: All Active Buildings

Total Budget: \$19,800.00

- Title I Part A (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

Communication:

- | | |
|--|--|
| <p>Method</p> <ul style="list-style-type: none"> • Email Campaign • District Website Update • Parent Newsletter • Social Media | <p>Audience</p> <ul style="list-style-type: none"> • Educators • Parents |
|--|--|

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Family Engagement Nights to inform and engage families in student experiences, curriculum, and learning	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				
Improve and align communication system and plan to improve communication with families and keep them informed of student	Heather Phelps	06/21/2023	06/30/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
learning and progress				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Annual parent surveys will be given to gather perception data and analyzed to inform decisions and progress	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(6/7): Community Engagement

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/30/2026

Summary: The district will work to increase community engagement through building level partnerships and opportunities.

Buildings: All Active Buildings

Total Budget: \$1.00

- General Fund (Other)

Communication:

Method

- Other

Audience

- Community-at-Large

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Each year each building will invite community partners to come in and speak with or teach students.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Each year, each building will have outreach into the community through community partnerships.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Authentic learning opportunities with community partners will be promoted and celebrated.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(7/7): Well-Rounded and Diverse Experiences

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/30/2026

Summary: Increase engagement by providing a variety of college and career experiences and opportunities to meet the needs of diverse learners.

Buildings: All Active Buildings

Total Budget: \$85,000.00

- Title II Part A (Federal Funds)
- Title IV Part A, Effective Use of Technology (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)
- Michigan College Access Network (State Funds)
- Other State Funds (State Funds)

Communication:

- | | |
|--|--|
| <p>Method</p> <ul style="list-style-type: none"> • School Board Meeting • Email Campaign • Presentations | <p>Audience</p> <ul style="list-style-type: none"> • Educators • Staff • School Board • Parents |
|--|--|

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Create opportunities in STEM and computer science pathways	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Expand access to and knowledge about dual enrollment, early college, and other post secondary opportunities	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Use Xello to expose to careers, highlight interests and skills, and for goal setting	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i>				
<ul style="list-style-type: none"> • Ogemaw Heights High School • Surline Middle School 				

Activity	Owner	Start Date	Due Date	Status
Hire a Career Navigator to support access to careers, job opportunities and reduce dropout through MI Works.	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Ogemaw Heights High School 				
Increase CTE opportunities	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Ogemaw Heights High School Surline Middle School 				
Expand elective courses to meet diverse student interests	Heather Phelps	06/21/2023	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Ogemaw Heights High School Surline Middle School 				

Instructional System

Status: ACTIVE

Statement: Our goal is to improve instructional systems in order to increase the percentage of students meeting benchmark on local and state assessments by 5% in both ELA and math in all grade levels by 2026.

Created Date: 05/25/2023

Target Completion Date: 05/31/2026

Strategies:

(1/4): High Quality Balanced Assessment System

Owner: Heather Phelps

Start Date: 05/25/2023

Due Date: 05/31/2026

Summary: The Michigan Assessment Consortium (MAC) provides leadership and services to advance assessment literacy and the implementation of a high-quality balanced assessment system. In order to achieve this, the MAC has developed tools and resources to support the development of assessment literacy and the implementation of a balanced assessment system. The critical components of a high quality balanced assessment system have been delineated and described with supporting professional learning in the attached Strategy Implementation Guide for a High Quality Balanced Assessment System. This document explains the levels of a balanced system, including the use of the formative assessment process, interim/benchmark assessments, and summative assessments. In addition, it provides information to deepen understanding of assessment of learning and assessment for learning. A planning tool and links to professional learning for deeper study are also provided within the resources. Explore our website for resources, and contact us for information about current professional learning opportunities at 517.816.4520 or klafave@michiganassessmentconsortium.org. <https://www.michiganassessmentconsortium.org/>

Buildings: All Active Buildings

Total Budget: \$15,000.00

- Title II Part A (Federal Funds)

Communication:

Method

- Other

Audience

- Staff

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Create Common Assessments	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Data meetings to review state and local assessments to adjust instruction.	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Review assessment system at every level.	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(2/4): MTSS Framework (General)

Owner: Heather Phelps

Start Date: 05/25/2023

Due Date: 05/31/2026

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

Buildings: All Active Buildings

Total Budget: \$10,000.00

- Title I Part A (Federal Funds)
- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

- | | |
|---|---|
| Method | Audience |
| <ul style="list-style-type: none"> • Presentations | <ul style="list-style-type: none"> • Staff |

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Strong Tier I Definition and Implementation	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
MTSS Training	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i>				
<ul style="list-style-type: none"> • Rose City School • Surline Elementary School 				
MTSS Tier 2 & Tier 3 Intervention Implementation for Reading and Math	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Instructional Coaching to support all Tiers of	Heather Phelps	05/25/2023	05/31/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
Instruction (primarily Tier I)				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Staffing to support Tier 2 and 3, including Interventionists and paraprofessionals	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Extended Learning Opportunities including after school tutoring and summer school	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
High quality intervention materials utilized to support Tier II and Tier III	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Rose City School • Surline Elementary School • Surline Middle School 				

(3/4): Teacher Collaborative Routines

Owner: Heather Phelps

Start Date: 05/25/2023

Due Date: 05/31/2026

Summary: A staff with a collective belief that what they do CAN and WILL make a difference in student achievement provides the greatest chance of student success. Installation of these collaborative practices and routines leads to this collective teacher efficacy. These routines are designed to position classroom teachers in the collaborative role of guiding each other in the ongoing quest of instructional improvement.

Buildings: All Active Buildings

Total Budget: \$9,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- Presentations

Audience

- Educators

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
PLC+ Training and Implementation for Teacher Leads and Coaches	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				
Participation in PLCs with Teacher Leads	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

(4/4): Guaranteed and Viable Curriculum

Owner: Heather Phelps

Start Date: 05/25/2023

Due Date: 05/31/2026

Summary: A “guaranteed” curriculum is often defined as a mechanism through which all students have an equal opportunity (time and access) to learn rigorous content. This requires a school-wide (or district-wide) agreement and common understanding of the essential content that all students need to know, understand, and be able to do. The word “all” needs emphasis; a guaranteed curriculum promotes equity, giving all children equal opportunity to learn essential content, and to provide this opportunity, curricular materials and instructional approaches must be grounded in research, implemented with fidelity, and must include vertical as well as horizontal alignment. For a curriculum to be “viable,” there must be adequate time for teachers to teach the content and for students to learn the content. A viable curriculum eliminates the supplementary or “nice to know” content. Teachers must have the flexibility to meet student needs through different methods of content delivery, helping students dive deeper into their passions. At its essence, a GVC represents the core non-negotiables of student learning. It’s what schools and teachers commit to providing for all students.

Buildings: All Active Buildings

Total Budget: \$43,200.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- Other

Audience

- Educators
- Staff

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
ELA K-2 LETRS Training to deepen foundational skills and phonological knowledge	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Rose City School • Surline Elementary School 				
MATH K-12 Best Practice Training	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				
BP IT -Matrix of District Supported Best Practices	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
BP IT PLCS- Matrix of common documents for curriculum maps, pacing guides	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
BP IT-Training around best practices	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
GLM Horizontal and Vertical Alignment of Curriculum, Curriculum Maps, Pacing Guides	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
PD - Curriculum Specific Training to assist in implementation	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
PLC+/PD Priority Standards, Learning Targets and Progressions, Success Criteria	Heather Phelps	05/25/2023	05/31/2026	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

Improve Student Support System

Status: ACTIVE

Statement: Our goal is to implement a more comprehensive and consistent whole child approach to support staff and students as evidenced by 10% reduction in behavior related referrals by June 2026.

Created Date: 06/14/2023

Target Completion Date: 06/30/2025

Strategies:

(1/3): SEL and Behavior Programming and Training

Owner: Nicol Timo

Start Date: 06/14/2023

Due Date: 06/30/2025

Summary: Social-emotional learning and behavior training to implement programming to improve student success in social-emotional areas and behavior.

Buildings: All Active Buildings

Total Budget: \$200,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

- | | |
|-----------------|----------|
| Method | Audience |
| • Presentations | • Staff |

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Trusted Based Relationship Intervention	Heather Phelps	06/14/2023	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Capturing Kids' Hearts	Nicol Timo	06/14/2023	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(2/3): Student Support Network

Owner: Heather Phelps

Start Date: 06/14/2023

Due Date: 06/30/2025

Summary: This system is concerned with implementing and supporting a vision of high-quality student support to effectively nurture and support all students who come to school with non-academic needs that create obstacles for high achievement.

Buildings: All Active Buildings

Total Budget: \$123.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- Presentations

Audience

- Staff

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Create common assessment for SEL	Nicol Timo	06/14/2023	06/30/2025	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				
Training to provide support to students' social emotional learning	Heather Phelps	06/14/2023	06/30/2025	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

(3/3): Staffing for Whole Child

Owner: Heather Phelps

Start Date: 06/14/2023

Due Date: 06/30/2025

Summary: Provide tools and training to Increase staff efficacy in providing for the needs of the whole child through professional learning.

Buildings: All Active Buildings

Total Budget: \$580,000.00

- Title II Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- School Board Meeting
- District Website Update

Audience

- Educators
- Staff
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Social Work Access	Heather Phelps	06/14/2023	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Student Success Specialist	Heather Phelps	06/14/2023	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Resource Officer	Stacia Rogers	06/14/2023	06/30/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

Talent Management

Status: ACTIVE

Statement: Our goal is to increase the number of teachers and staff that have 5 or more years experience by 20% in 5 years.

Created Date: 06/14/2023

Target Completion Date: 06/21/2028

Strategies:

(1/4): **New Staff Support**

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/21/2028

Summary: The district will support new staff with developing both professionally and socially.

Buildings: All Active Buildings

Total Budget: \$450,000.00

- Title IV Part A, Effective Use of Technology (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

Communication:

Method

- Other
- Brochure

Audience

- Educators
- Staff

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
New Teacher Training	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Strengthen our Mentor/Mentee Program System	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Technology onboarding for new teachers with technology coach	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Instructional Coaching for All New Teachers	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(2/4): Leadership Development

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/21/2028

Summary: Developing a strong leadership team in the district will help the district train and retain highly qualified staff.

Buildings: All Active Buildings

Total Budget: \$66,600.00

- Title II Part A (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)

Communication:

Method

- Email Campaign

Audience

- Educators
- Staff

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Instructional Leadership Meetings and Coaching	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Professional Learning to Grow Administrators	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Building Implementation Teams as part of Blueprint to support school improvement and implementation efforts	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Teacher Leads to lead department and PLC meetings	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Teacher Lead Training (PLC + and Corwin)	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(3/4): Talent Management Team

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/21/2028

Summary: The talent management team will create the structure for talent management process and oversee the consistent implementation of the process in the district.

Buildings: All Active Buildings

Total Budget: \$5,000.00

- General Fund (Other)
- At Risk (31-A) (State Funds)

Communication:

Method

- Email Campaign

Audience

- Educators
- Staff

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Talent Management Team to develop a consistent, systematic hiring process	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Talent Management Team to review and improve district onboarding process and human resource processes and protocols	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Develop a Talent Management Team as part of Blueprint	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

(4/4): Recruitment and retention of staff

Owner: Heather Phelps

Start Date: 06/21/2023

Due Date: 06/21/2028

Summary: The district network team will develop and implement a process for recruitment of new staff and retention of current staff.

Buildings: All Active Buildings

Total Budget: \$100.00

- General Fund (Other)

Communication:

Method

- Other

Audience

- Community-at-Large

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
District and school-wide gatherings to promote a sense of community	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				
Increase awareness and market job opportunities (job fairs, etc.)	Heather Phelps	06/21/2023	06/21/2028	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				