

# MICIP Portfolio Report

## West Branch-Rose City Area Schools

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### Goals Included

#### Active

- Improve MTSS Nonacademic
- Improve Student Engagement
- MTSS Academic Achievement ELA and MATH
- Talent Management

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### Buildings Included

#### Open-Active

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

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### 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

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### Improve Student Engagement

*Status:* ACTIVE

*Statement:* By June of 2029, 80% of students are engaged in achieving academic proficiency as measured by benchmark 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: Jenny Winter

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
<b>Activity Buildings:</b> 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	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
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
<b>Activity Buildings:</b> 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	COMPLETE
<b>Activity Buildings:</b> 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
<b>Activity Buildings:</b> 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
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Partner with community agencies to spread the message including health department, businesses,	Heather Phelps	12/08/2022	06/30/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
etc.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Staff to oversee and support attendance and truancy (through a partnership with DHS)	Heather Phelps	12/08/2022	06/30/2026	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>Surline Elementary School</li> </ul>				

#### (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:**

**Method**

- Email Campaign
- Presentations

**Audience**

- Educators
- Staff

#### **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	COMPLETE
<b>Activity Buildings:</b> 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	COMPLETE
<b>Activity Buildings:</b>				
• Ogemaw Heights High School				
Technology Implementation Coach to support technology solutions for engagement in learning	Heather Phelps	06/21/2023	06/30/2026	COMPLETE
<b>Activity Buildings:</b> 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:

Method

- Email Campaign
- District Website Update
- Parent Newsletter
- Social Media

Audience

- 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
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Improve and align communication system and plan to improve communication with families and keep them	Heather Phelps	06/21/2023	06/30/2026	ONTARGET

Activity	Owner	Start Date	Due Date	Status
informed of student 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	COMPLETE
<b>Activity Buildings:</b> 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	COMPLETE
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Authentic learning opportunities with community partners will be promoted and celebrated.	Heather Phelps	06/21/2023	06/30/2026	COMPLETE
<b>Activity Buildings:</b> 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:**

Method

- School Board Meeting
- Email Campaign
- Presentations

Audience

- 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	COMPLETE
<b>Activity Buildings:</b> 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	COMPLETE
<b>Activity Buildings:</b> 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	COMPLETE
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> </ul>				

Activity	Owner	Start Date	Due Date	Status
<ul style="list-style-type: none"> <li>Surline Middle School</li> </ul>				
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	COMPLETE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>Ogemaw Heights High School</li> </ul>				
Increase CTE opportunities	Heather Phelps	06/21/2023	06/30/2026	COMPLETE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>Ogemaw Heights High School</li> <li>Surline Middle School</li> </ul>				
Expand elective courses to meet diverse student interests	Heather Phelps	06/21/2023	06/30/2026	COMPLETE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>Ogemaw Heights High School</li> <li>Surline Middle School</li> </ul>				

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## MTSS Academic Achievement ELA and MATH

*Status:* ACTIVE

*Statement:* Our goal is to revise and implement a district-wide MTSS academic plan that provides a consistent systematic approach to address the needs of the whole child and increase the percentage of students achieving benchmark levels on state (M-Step, PSAT, SAT) and local assessments (NWEA, Horizons) in both ELA and math across all grade levels by 5% by June 2029.

*Created Date:* 05/25/2023

*Target Completion Date:* 06/01/2029

## Strategies:

### (1/3): Multi-Tiered System of Supports (MTSS) Framework (General)

**Owner:** Jenny Winter

**Start Date:** 05/25/2023

**Due Date:** 06/01/2029

**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:** \$1,100,000.00

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

#### Communication:

##### Method

- Presentations
- Brochure

##### Audience

- Educators
- Staff
- School Board

#### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Create MTSS Plan for 9-12 and revise the MTSS Plan for K-8, following the steps outlined in the MiMTSS Framework.	Jenny Winter	05/25/2023	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Develop and implement clear, district-wide guidelines for the Academic Student Support Team (SST) process	Jenny Winter	05/25/2023	06/01/2029	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Strengthen Tier I through updated curriculum maps and provide professional development to ensure a guaranteed & viable curriculum K-12	Tara Farro	05/25/2023	06/01/2029	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				



## (2/3): 23g Expanded Learning Time

**Owner:** Jenny Winter

**Start Date:** 10/30/2023

**Due Date:** 06/01/2029

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

**Buildings:** All Active Buildings

**Total Budget:** \$400,000.00

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

### Communication:

Method

- Other
- Email Campaign

Audience

- Educators
- Parents

### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Expanded Learning Staffing: For FY24-25 Intervention and cotaught integrated support course teachers to support freshmen and sophomores in ELA and integrated science/ algebra courses with intentional support to promote academic success and close learning gaps.	Jenny Winter	10/30/2023	06/01/2029	ONTARGET
<b>Activity Buildings:</b> <ul style="list-style-type: none"> <li>• Ogemaw Heights High School</li> </ul>				
Expanded Learning Staffing: For FY26 to	Jenny Winter	10/30/2023	06/01/2029	ONTARGET

Activity	Owner	Start Date	Due Date	Status
partially fund Intervention and cotaught integrated support course teachers to support freshmen and sophomores in ELA and integrated science/ algebra courses with intentional support to promote academic success and close learning gaps.				
<b>Activity Buildings:</b> <ul style="list-style-type: none"> <li>Ogemaw Heights High School</li> </ul>				
Tutoring/ Expanded Learning Data Collection: Data meetings to regularly review student data and determine needs of students, whether expanded learning opportunities provided are having a positive impact, whether to adjust instruction and whether additional instruction is necessary. SST meetings to create a plan of support for students. Subs may be needed at times \$1	Jenny Winter	10/30/2023	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

### (3/3): 5 Dimensions of Teaching and Learning™

**Owner:** Jenny Winter

**Start Date:** 03/20/2025

**Due Date:** 06/01/2029

**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:** \$50,000.00

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

#### **Communication:**

##### **Method**

- School Board Meeting
- Email Campaign
- Brochure

##### **Audience**

- Educators
- Staff
- School Board

#### **Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Implement the Gradual Release of Responsibility Model district-wide as a standard practice through lesson planning and a delivery model to increase student engagement	Jenny Winter	03/20/2025	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Create guidelines and expectations for 5D- Purpose around P1: Learning Intentions Connected to Standards, P4: Communication of Learning Intention, and P5: Success Criteria	Jenny Winter	03/20/2025	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

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## Improve MTSS Nonacademic

*Status:* ACTIVE

*Statement:* Our goal is to create and implement a district-wide MTSS plan that addresses the non-academic needs of the whole child, fostering student motivation and engagement through a consistent, systematic approach, with the aim of achieving a 10% reduction in behavior-related referrals (behavior with admin action, detentions, suspensions, expulsions) by June 2029.

*Created Date:* 06/14/2023

*Target Completion Date:* 06/01/2029

## Strategies:

### (1/2): Multi-Tiered System of Supports (MTSS) Framework (General)

**Owner:** Jenny Winter

**Start Date:** 02/18/2025

**Due Date:** 06/01/2029

**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:** \$200,000.00

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

### Communication:

#### Method

- School Board Meeting
- Presentations
- District Website Update
- Brochure

#### Audience

- Community-at-Large
- Educators
- Staff
- School Board
- Parents

### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Create Non-Academic MTSS Plan for K-12, following the steps outlined in the MiMTSS Framework	Jenny Winter	02/18/2025	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Strengthen Tier I through shared expectations (PBIS)	Jenny Winter	02/18/2025	06/01/2029	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Develop and implement clear, district-wide guidelines for the Non-Academic Student Support Team (SST) process	Jenny Winter	02/18/2025	06/01/2029	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

## (2/2): Capturing Kids' Hearts Program

**Owner:** Jenny Winter

**Start Date:** 03/20/2025

**Due Date:** 06/01/2029

**Summary:** The Capturing Kids' Hearts (CKH) program is a professional development initiative designed to transform school culture by building positive relationships between educators and students. It equips teachers and administrators with tools and strategies to create emotionally safe and engaging learning environments. It includes strategies for building trust, managing behavior, and creating a culture of accountability through tools like the Social Contract and the EXCEL Model.

**Buildings:** All Active Buildings

**Total Budget:** \$300,000.00

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

### Communication:

#### Method

- School Board Meeting
- Email Campaign

#### Audience

- Educators
- Staff
- School Board

### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Maintain a Process Champions team that will actively support, lead, and drive the successful implementation of CKH practices in each building.	Jenny Winter	03/20/2025	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Classroom teachers will implement and utilize the EXCEL model	Jenny Winter	03/20/2025	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Strengthen Tier I through shared programming (Capturing Kids Hearts)	Jenny Winter	03/20/2025	06/01/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

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## Talent Management

*Status:* ACTIVE

*Statement:* Our goal is to increase and retain the number of teachers that have 5 or more consecutive years in the district by 20% by June 2029.

*Created Date:* 06/14/2023

*Target Completion Date:* 06/02/2029



## Strategies:

### (1/2): Leadership Development of Staff

**Owner:** Jenny Winter

**Start Date:** 03/18/2025

**Due Date:** 06/02/2029

**Summary:** The district will prioritize developing its staff's leadership capabilities through a variety of professional learning and experiences.

**Buildings:** All Active Buildings

**Total Budget:** \$800,000.00

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

### Communication:

#### Method

- School Board Meeting
- Presentations
- District Website Update

#### Audience

- Community-at-Large
- Educators
- Staff
- School Board
- Parents

### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Provide training for administrators in leading staff (Adaptive Schools, PCM)	Jenny Winter	03/18/2025	06/02/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Drive improvement at the building level through Building Network Teams	Jenny Winter	03/18/2025	06/02/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Provide training for administrators in instructional leadership (GELN Organizational Practices, Blueprint Evidence of Practice Leadership Network)	Jenny Winter	03/18/2025	06/02/2029	ONTARGET

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

## (2/2): Recruitment and retention of staff

**Owner:** Jenny Winter

**Start Date:** 03/18/2025

**Due Date:** 06/02/2029

**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:** \$500,000.00

- Title I Part A (Federal Funds)
- 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)
- Other State Funds (State Funds)

### Communication:

#### Method

- School Board Meeting
- Presentations
- District Website Update

#### Audience

- Community-at-Large
- Educators
- Staff
- School Board
- Parents

### Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Provide instructional coaching to all staff while prioritizing support for new staff	Jenny Winter	03/18/2025	06/02/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Provide new teacher training monthly on district policies, protocols, and best practices	Jenny Winter	03/18/2025	06/02/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Refine and review a consistent and systematic hiring process	Jenny Winter	03/18/2025	06/02/2029	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
Develop a new staff onboarding process with department/role-specific protocols and checklists (Central Office, Building Principal, Mentor, Technology, Finance)	Jenny Winter	03/18/2025	06/02/2029	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				