



Bayview, Laketown & Southview 2018-2019 School Improvement Plan

Student Achievement Goals

- [Taken from D110 Vision Card Measures]

Staff Development Goals

- Build PLC leadership capacity to support the Guaranteed and Viable Curriculum and Multi Tiered Systems of Support Model. We will move from “Initiating” to “Developing” as measured by the PLC, GVC, and MTSS rubric by the end of the 2018-2019 school year.

Table of Contents for Continuous Improvement Action Plan

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Links to individualized school improvement maps:

[Bayview Improvement Map](#)

[Laketown Improvement Map:](#)

[Southview Improvement Map;](#)

2018-2019 Continuous Improvement Action Plan

Improvement Map Area: Professional Learning Communities			Level: Standard Work (Refinement)	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
<u>Align School-Wide and PLC Mission, Vision, and Goals</u> <ul style="list-style-type: none"> Establish an understanding of the PLC mission, vision, and goals 	Launched workshop week Sept. Full Faculty Staff Meetings	T & L PLC Leads Principals		Mid Year: End-of-Year:
<u>Select and Develop PLC Leads</u> <ul style="list-style-type: none"> Define roles and responsibilities for PLC leads and school leadership Conduct initial PLC leadership training. Monthly support during PLC leadership meetings 	August PLC Retreat Tri 1 Sept. Full Faculty Staff Meetings		MDE PLC ROADMAP RESOURCE	Mid Year: End-of-Year:
<u>Establish Structure for PLCs</u> <ul style="list-style-type: none"> Review and refine PLC norms, protocols and system tools 	Fall 2018			Mid Year: End-of-Year:
<u>Monitor Fidelity of PLC's</u> <ul style="list-style-type: none"> Introduce "walk through" model for leadership to support PLC work 	Feb 2019	Principal PLC Leads		
<u>Utilize Ongoing Communication and Feedback Protocols</u> <ul style="list-style-type: none"> Explore a variety of communication and feedback protocols for effective PLC's 		T & L PLC Leads		

2018-2019 Continuous Improvement Action Plan

Improvement Map Area: Multi-Tiered System of Supports			Level: Implementation Year 1	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
<i>Shared Leadership</i> <ul style="list-style-type: none"> PLC Leadership monitors and implements MTSS - Tier 1 Essential components of MTSS are defined and understood by staff School-wide schedules provide adequate time for MTSS 	Fall 2018 Oct. 5th PRESS Training Oct. 17 Teacher Workshop	Principal PLC Leadership T & L Manager	D110 MTSS Guidebook	Mid Year: End-of-Year:
<i>Data-Based Problem Solving and Decision Making</i> <ul style="list-style-type: none"> Staff access academic data to identify students below, at, and above grade level Staff will use data to inform intervention planning Staff will progress monitor students to determine growth Staff will use district provided decision-making framework 	Fall 2018 Oct. 5th PRESS Training Oct. 17 Teacher Workshop PLC Lead Meetings Weekly PLC Meetings	Principal PLC Leadership T & L Manager All Teachers	PRESS Manual PRESS Training	Mid Year: End-of-Year:
<i>Multi-Tiered System of Support</i> <ul style="list-style-type: none"> Staff will clearly identify and communicate priority standards, learning targets, 	Fall 2018 On-Going	Principal PLC Leadership T & L Manager All Teachers	GVC PLC Meetings	Mid Year: End-of-Year:

<p>and success criteria to students</p> <ul style="list-style-type: none">• Staff effectively differentiates their Tier 1, Core instruction.• Staff utilizes common assessment data to inform their instruction				
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2018-2019 Continuous Improvement Action Plan

Improvement Map Area: Guaranteed and Viable Curriculum			Level: Implementation (Year 1)	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
<i>Curriculum and accompanying assessments adhere to state and district standards</i> <ul style="list-style-type: none"> • Priority Standards • Learning Targets • Essential Questions 			Marzano GVC Resource	Mid Year: End-of-Year:
<i>Necessary time is available and protected so students will be able to learn the guaranteed curriculum</i> <ul style="list-style-type: none"> • Curriculum Maps (Cross Curricular included tech standards) • Pacing Guides 				Mid Year: End-of-Year:
<i>All students have the opportunity to learn the critical content of the curriculum</i>				Mid Year: End-of-Year:
<i>Clear and measurable goals are established and focused on critical needs regarding improving overall student achievement</i> <ul style="list-style-type: none"> • Common Assessments • Success Criteria 				Mid Year: End-of-Year:
<i>Data is analyzed, interpreted, and used to regularly monitor</i>				Mid Year:

<i>progress toward school achievement</i> <ul style="list-style-type: none"> Monthly Data Meetings 				End-of-Year:
<i>Appropriate school level and classroom level programs and practices are in place to help students meet individual achievement goals when data indicate interventions are needed</i> <ul style="list-style-type: none"> MTSS 				Mid Year: End-of-Year:

Guaranteed

- Every student is provided the opportunity to learn a core curriculum which provides them with the probability of success in school.

Viable

- Necessary time is available and protected so students will be able to learn the guaranteed curriculum

Horizontal Sequence

- What needs to be learned across individual grade levels

Vertical Sequence

- What needs to be learned grade level to grade level or from course to course

2018-2019 Continuous Improvement Action Plan

Improvement Map Area: Culture and Climate			Level: Standard Work	
Action Steps	Timeline	Responsible Team	Resources Needed	Evidence of Success (mid-year and end-of-year checks)
Bayview Elementary WILDCAT Pride	2018-2019	PIC Leadership and Elementary Faculty	Monthly Wildcat Pride Meetings Second Step Recess/Playground Meetings with staff Support Staff Meetings Morning Announcements	Mid Year: End-of-Year:
Laketown Elementary				Mid Year: End-of-Year:
Southview Elementary What is the SV Caring Heart?	2018-19	Respect Leadership Council and SV Staff	Monthly Caring Heart Time Monday Morning Video Announcements	Mid Year: End-of-Year:
K-5 Second Step Curriculum	Second Step Teaching Calendar	Counselors and Elementary Faculty	Second Step Curriculum 2 per grade and Principal/Counselor Resource	Mid Year: End-of-Year:
				Mid Year: End-of-Year:

2018-2019 Professional Development Calendar

Topic	Date and Time	Location	Who's Involved (Include Planning Team)	Cost (Include who is responsible)
HANDLE WITH CARE TRAINING	August 2018		SPED Faculty SPED ESP CARE Teams <i>Planning Team: Paul Tordoff & Jenn Froehlich</i>	District SPED Budget
EMERGENCY RESPONSE TRAINING	Bayview: Aug 20, 2018 Laketown Southview: Aug 20/1:00-2:00 p.m.	SV Dining Room	ALL Staff <i>Planning Team: Rick Kaufman</i>	District Budget
SPED FACULTY DUE PROCESS TRAINING	September 10, 2018 3:00 - 5:00 p.m.	District Office - Conference Room A	K-5 SPED Faculty Elementary Principals <i>Planning Team: Paul Tordoff & Jenn Froehlich</i>	District SPED Budget
PLC RETREAT AND TRAINING	August 14, 2018 8:00 a.m. - 12:00 p.m.	Laketown Elem.	PLC Leads, Principals <i>Planning Team: T & L Dept.</i>	T & L Budget
PRESS TRAINING	October 5, 2018 1:00-4:00	WHS	K-5 Classroom Teachers, Reading Specialists, Title I, Sped SLD Teachers, Principals, Sarah Klitzke <i>Planning Team: T & L Dept.</i>	T & L Budget
READERS' WORKSHOP	<u>PD with Patti Green: Dates/Time/Location</u> <i>Planning Team: Elementary Principals</i>			Elementary School Site PD Budget
SPED CENTER-BASED CLASSROOMS TRAINING	Bayview Laketown Southview: Faculty Meetings		<i>Planning Team: Jen Froehlich</i>	
SECOND STEP REFINEMENT TRAINING	Bayview: PLC Leads Laketown			

	Southview:			
MEDIA/TECHNOLOGY INTEGRATION DELIVERY MODEL				
STANDARDS BASED REPORTING				
PERSONALIZED LEARNING	Learning Year for Administration: Quotes on Personalized Learning			

- Include these events in school wide calendars -

PROFESSIONAL LEARNING COMMUNITIES RUBRIC

Leadership

Establish a School Culture Focused on Learning

Initiating	Implementing	Developing	Sustaining
<p>The principal will research and define what it means to ensure high levels of learning for all students.</p> <p>The principal, leadership team, and PLC Leads research and define what it means to ensure high levels of learning for all students.</p>	<p>The principal provides guidance, time for professional development, and resources to establish a shift in school culture to ensure high levels of learning for all students.</p> <p>The principal, leadership team, and PLC Leads model, coach, and begin to create a shift in school culture to ensure high levels of learning for all students, without exception.</p>	<p>The principal models, coaches, and begins to ensure high levels of learning for all students by leading a shift in school culture and defining the resources needed to support the shift.</p> <p>The principal, leadership team, and PLC Leads provide guidance, time, and resources to establish a shift in school culture to ensure high levels of learning for all students, without exception.</p>	<p>The principal monitors and supports feedback processes to support and sustain the shift in school culture, ensuring high levels of learning for all students, without exception.</p> <p>The principal, leadership team, and PLC leads establish monitoring and support plans as well as feedback processes to support the sustainability of a school culture focused on ensuring high levels of learning for all students.</p>

Select and Develop PLC Leads			
Initiating	Implementing	Developing	Sustaining
<p>The principal and leadership team examines a variety of processes for selection of PLC team leads.</p> <p>The principal and leadership team explores structures to support the development and sustainability of PLC leadership skills.</p>	<p>The principal and leadership team communicates selection processes, roles, and responsibilities for PLC leads.</p> <p>The principal and leadership team selects and develops staff to serve as PLC leads.</p>	<p>The principal and leadership team guides and coaches PLC leads as they implement PLCs.</p>	<p>The principal and leadership team monitors the fidelity of PLC leads to the expectations of job descriptions.</p>

Align School-Wide and PLC Mission, Vision and Goals			
Initiating	Implementing	Developing	Sustaining
<p>The principal and leadership team examines the school's</p>	<p>The principal and leadership team trains PLC leads in how to</p>	<p>The principal and leadership team guides each PLC's</p>	<p>The principal and leadership team monitors PLCs' progress</p>

mission, vision, and goals to develop and align the PLC mission, vision, and goals.	develop and align the PLC and school-wide mission, vision, and goals.	development and alignment to the school-wide mission, vision, and goals.	toward meeting the PLC and school-wide mission, vision, and goals.
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Utilize Ongoing Communication and Feedback Protocols			
Initiating	Implementing	Developing	Sustaining
The principal and leadership team explores a variety of communication and feedback protocols for effective PLCs.	The principal and leadership team informs and initiates the practice of communication and feedback protocols with staff.	The principal and leadership team consistently monitors and adjusts the utilization of communication and feedback loops.	The principal and leadership team assesses the effectiveness of the communication and feedback loops and makes adjustments as needed.

Monitor Fidelity of PLCs			
Initiating	Implementing	Developing	Sustaining
<p>The principal explores personal schedule options to conduct regular PLC visits.</p> <p>The principal and leadership team researches effective PLC monitoring and feedback tools.</p>	<p>The principal creates a personalized schedule to conduct regular PLC visits and shares with the leadership team.</p> <p>The principal and leadership team selects PLC monitoring and feedback tools.</p>	<p>The principal makes regular visits to PLCs a priority by following the created schedule.</p> <p>The principal uses selected monitoring tools to provide feedback after each PLC visit.</p>	<p>The principal shares PLC visit observations with the leadership team to analyze trends, processes, and successful practices.</p> <p>The principal shares feedback with leadership team after each PLC visit based on evidence from the monitoring tool.</p>

Collaborative Culture

Establish Structure for PLCs			
Initiating	Implementing	Developing	Sustaining
The principal, leadership team,	The principal, leadership team,	PLCs meet weekly with a goal of	The principal, leadership team,

<p>and PLC leads explores options for scheduling effective weekly PLC meetings.</p> <p>The principal and PLC leads studies and understands the need for consistent protocols: agenda formats, PLC minutes and notes, norms, member roles/responsibilities, decision-making, and PLC celebrations.</p>	<p>and PLC leads establishes consistent weekly PLC meeting times for PLC teams.</p> <p>The principal and PLC leads select a consistent agenda and minutes format.</p> <p>PLCs establish norms, protocols, and systems that are consistent and include a conflict-resolution plan and consensus building.</p>	<p>60-90 minute meetings.</p> <p>PLCs abide by established protocols and norms at each meeting. Team members remind each other of the established protocols and use conflict resolution and consensus building.</p> <p>Each PLC follows PLC expectations and provides feedback to and from the Leadership Team.</p>	<p>and PLC leads periodically monitors PLCs' adherence to the schedule.</p> <p>PLC teams consistently implement protocols and norms in each meeting and use conflict resolution and consensus building.</p> <p>PLC teams reflect, revisit, adjust, and re-evaluate norms and protocols to accommodate needed changes.</p>
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