



District Improvement Plan

Three Rivers Community Schools

Mr. Ronald Moag
851 6th Avenue Rd
Three Rivers, MI 49093-9431

TABLE OF CONTENTS

Introduction.....	1
 Improvement Plan Stakeholder Involvement	
Introduction.....	3
Improvement Planning Process.....	4
 TRCS District Plan - Update June 2020	
Overview.....	6
Goals Summary.....	7
Goal 1: All district staff will increase parent and community engagement to support student learning.	8
Goal 2: All district stakeholders will work together to create a positive learning environment.....	9
Goal 3: All staff (teachers and administrators) will become proficient in the teacher evaluation process.	11
Goal 4: In ELA, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	12
Goal 5: In writing, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	25
Goal 6: In math, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	26
Goal 7: In science, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	34
Goal 8: In Social Studies, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	36
Activity Summary by Funding Source.....	39
Activity Summary by School.....	56

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.

The Building and District School Improvement/MTSS Teams consists of board members, teachers, principals, paraprofessionals, St. Joe County ISD staff and parents to work as collaborative teams to analyze data and develop strategies for student success. A Parent/School Partnership Committee meets to share and discuss school improvement initiatives. Volunteers are requested or are selected by recommendations from the building school improvement team. We continue to utilize research in best practices to actively engage our parents in the SI process. At the building level our parent involvement is increasing. We attempt to hold meetings at various times of the day to offer options for all parents to participate.

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

We continue to seek increase stakeholder engagement. When possible, they are included in School Improvement Meetings (building and district), Open Houses, PTO meetings, Title I Parent Meetings, and Family Nights. We take every opportunity to discuss what our SI goals and plans are for the coming year. At our Organization Meeting we review roles, responsibilities and the purpose of their involvement.

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

Each building School Improvement/MTSS team meets with their buildings to share out how the district plan will support their school improvement efforts. We have a Professional Development calendar posted on our website that lists the activities for the year with dates, times and places. Each building has a spreadsheet with the activity, staff involved cost and funding source that is shared at staff meetings. Our district website and facebook page is also a way we communicate our Annual Reports and other information related to our SI Process.

TRCS District Plan - Update June 2020

Overview

Plan Name

TRCS District Plan - Update June 2020

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 district staff will increase parent and community engagement to support student learning.	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$33964
2	All district stakeholders will work together to create a positive learning environment.	Objectives: 1 Strategies: 2 Activities: 5	Organizational	\$64536
3	All staff (teachers and administrators) will become proficient in the teacher evaluation process.	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$300
4	In ELA, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	Objectives: 1 Strategies: 12 Activities: 31	Academic	\$931886
5	In writing, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	Objectives: 1 Strategies: 2 Activities: 2	Academic	\$50
6	In math, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	Objectives: 1 Strategies: 8 Activities: 16	Academic	\$485907
7	In science, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	Objectives: 1 Strategies: 2 Activities: 5	Academic	\$21692
8	In Social Studies, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.	Objectives: 1 Strategies: 2 Activities: 4	Academic	\$16072

Goal 1: All district staff will increase parent and community engagement to support student learning.

Measurable Objective 1:

collaborate to increase parent engagement to support student learning by 06/30/2018 as measured by sign-in sheets, surveys, and observations..

Strategy 1:

Increase Parent Involvement - Departments and grade level teams will work collaboratively as building teams to identify specific needs in which parents can volunteer to support their student's learning and become more involved in school activities. Teachers will make personal contacts to solicit parent support for the specific task/event.

Category: Learning Support Systems

Research Cited: (1) Epstein, Joyce Levy. School, Family, and Community Partnerships: Preparing Educators, and Improving Schools. Boulder, CO: Westview, 2001.

(2) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA; Association for Supervision and Curriculum Development, 2003.

Tier: Tier 1

Activity - Interacting with Parents	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.) Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Title I Schoolwide	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Activity - Supporting Students with Trauma, Anxiety, and Depression	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Title II Part A	Curriculum Director Health Committee

District Improvement Plan

Three Rivers Community Schools

Activity - School Improvement Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150 Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Title II Part A	Administration Curriculum Director
Activity - Kickoff to Summer Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Kickoff to Summer Reading - students K-5 will receive 2 books to take home and 2 books mailed throughout the summer; encourage the love of reading with self choice, free books Schools: Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Parent Involvement, Supplemental Materials	Tier 1	Implement	07/01/2019	06/01/2021	\$17682	Title IV Part A	Teachers Administration Curriculum Director Instructional Specialist EL Coordinator

Goal 2: All district stakeholders will work together to create a positive learning environment.**Measurable Objective 1:**

demonstrate a behavior through the Positive Behavior Support (MiBLSi) by 06/30/2018 as measured by Swis and power school data..

Strategy 1:

Positive Behavior Interventions and Supports (PBIS) - Staff will increase student motivation and decrease inappropriate behavior through various age appropriate activities. PBIS is an empirically validated, function-based approach to eliminate challenging behaviors and replace them with prosocial skills. PBS can target an individual student or an entire school, as it does not focus exclusively on the student, but also includes changing environmental variables such as the physical setting, task demands, curriculum, instructional pace and individualized reinforcement. Thus it is successful with a wide range of students, in a wide range of contexts, with a wide range of behaviors.

Category:

Research Cited: Cohn, Andrea M., 2001. Positive Behavior Supports. National Association of School Psychologists

Tier: Tier 1

District Improvement Plan

Three Rivers Community Schools

Activity - Interactive Systems Framework	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Title II Part A	Behavior Interventionist
Activity - MTSS - Behavior	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Title IV Part A, Title IV Part A	Instructional Staff Administration
Activity - Social Worker	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Partnership with Community Mental Health to provide behavioral supports for at risk students in PK-5. Schools: Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Behavioral Support Program	Tier 3	Implement	07/01/2019	06/30/2020	\$9074	Title IV Part A	Administration Superintendent

Strategy 2:

Professional Development - START Training Cohort 1 & 2 (Intensive training to support students with autism); Cohort 1 @ 6 days; Cohort 2 @ 10 days; Oct, Nov, Dec 2019; Jan, Feb, May 2020; 5 teachers - represent Norton, Park, Hoppin

Category: Other - Special Education

Research Cited: Simpson C. & Simpson V. (2009); Teaching Children with Autism in the General Ed Classroom

Linton S.B. (2007); How to Set Up a Classroom for Students with Autism

Tier: Tier 1

Activity - START Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

START Training Cohort 1 & 2 (Intensive training to support students with autism); Cohort 1 @ 6 days; Cohort 2 @ 10 days; Oct, Nov, Dec 2019; Jan, Feb, May 2020; Oct, Nov, Dec 2019; Jan, Feb, May 2020; 5 teachers - represent Norton, Park, Hoppin Schools: Ruth Hoppin School, Park Elementary School, Norton Elementary School	Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$4180	Title II Part A	Special Ed Director Administration Special Ed General Teachers
Activity - MiBLSi Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Title II Part A	Administration Teachers Curriculum Director Instructional Specialist

Goal 3: All staff (teachers and administrators) will become proficient in the teacher evaluation process.

Measurable Objective 1:

demonstrate a proficiency with implementation of teacher evaluation tool used to measure teacher instructional performance by 06/30/2020 as measured by ability of all staff to use new evaluation tool.

Strategy 1:

Teacher Evaluation - Thoughtful Classroom will be a tool used by administrators to evaluate teachers. New hire teachers will be supported through New Teachers Academy at local ISD. The strategy will be monitored with evidence of Thoughtful Classroom implementation using Standards for Success.

Category: Other - Teacher Evaluation

Research Cited: Silver, Strong & Associates; Thoughtful Classroom (2010)

Tier: Tier 1

Activity - Thoughtful Classroom Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Thoughtful Classroom Administration Workshop @ ISD, August 2019, MS & HS admin attend (new hires), materials @ \$130 Schools: Three Rivers High School	Professional Learning	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$300	General Fund	MS Principal HS Assistant Principal
---	-----------------------	--------	---------------	------------	------------	-------	--------------	--

Goal 4: In ELA, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.

Measurable Objective 1:

A 5% increase of All Students will demonstrate a proficiency in ELA in Reading by 06/30/2019 as measured by state assessment.

Strategy 1:

CKLA Implementation - Support from district Instructional Specialist to ensure fidelity of CKLA-Amplify at Tier I. Observations using fidelity checks will be used by principals. Instructional Specialist or peer observations can be requested.

Category: English/Language Arts

Research Cited: (1) Buffin, Austin G., Mike Mattos, and Chris Weber. Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Rebecca Burnette. DuFour, and Robert E. Eaker. Revisiting Professional Learning Communities at Work; New Sights for Improving Schools. Bloomington: Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action, VA Association for Supervision and Curriculum Development, 2003.

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300 Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$29000	Title II Part A, Title II Part A	Curriculum Directors Administrators Teachers Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Strategy 2:

Best Practice Strategies - Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Effective Instructional Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	General Fund, Title II Part A	K-12 Classroom teachers Principals Curriculum Director

Activity - Explicit Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	General Fund	All PK-12 classroom teachers Principals

Activity - Instructional Specialist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
-------------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Title I Part A, Section 31a, Title II Part A	Curriculum Director Administration
Activity - Peer to Peer Observations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Title II Part A	Administration Teachers Curriculum Director
Activity - Classroom Libraries	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Build classroom libraries in 6-12 classrooms to support student self selected reading - MS @ \$7012 and HS @ 7558, include purchase of storage system Schools: Three Rivers Middle School, Three Rivers High School	Supplemental Materials	Tier 1	Implement	07/01/2019	06/30/2021	\$12812	Title IV Part A	MS/HS Administration ELA teachers Instructional Specialist Curriculum Director

Strategy 3:

NWEA Testing - All students 1st-11th grade will be MAP tested in fall, winter, spring. Results from the NWEA assessment will help guide instructional needs of all students.

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003; Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2001

SY 2019-2020

Page 14

© 2020 Advance Education, Inc. All rights reserved unless otherwise granted by written agreement.

District Improvement Plan

Three Rivers Community Schools

Tier:

Activity - Benchmark Testing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 1st-11th grade students will be tested in fall, winter, spring. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	General Fund	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NWEA provided PD - Applying Reports Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	Title II Part A	School Improvement Teams Administration Curriculum Director

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500 Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Title II Part A	Teaching staff Building principals Instructional Specialist Curriculum Director

Strategy 4:

Intervention Supports - Intervention supports will be provided in reading Reading programs include explicit phonics routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, and Haggerty Phonemic Awareness

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for

District Improvement Plan

Three Rivers Community Schools

Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003.

Tier: Tier 2

Activity - MTSS - Academic	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Title I Part A	Classroom teachers Paraprofessionals Principals

Strategy 5:

Summer School - Summer School Program (16-20 days) to provide supplemental support for K-3rd grade Tier 2 and 3 students.

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003.

Tier: Tier 2

Activity - Summer School - Reading	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-3rd grade students will be provided 16-20 days of supplemental supports in reading. Schools: Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program	Tier 2	Monitor	07/01/2019	08/30/2020	\$75000	General Fund	Classroom teachers Principals Curriculum Director
Activity - EL Summer Event	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Three Rivers Community Schools

Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	Title III	EL Coordinator
Activity - Middle School Summer School	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional materials, and transportation Schools: Three Rivers Middle School	Academic Support Program	Tier 2	Implement	02/01/2020	08/31/2020	\$25360	Title I Part A	Middle School administration ELA & Math certified teachers Curriculum Director EL Coordinator

Strategy 6:

My Perspectives - Implementation - Support from district Instructional Specialist to ensure fidelity of My Perspectives at Tier I. Observations using fidelity checks will be used by principals. Instructional Specialist or peer observations can be requested. Teachers will follow "must do" components as indicated in curriculum maps and provided in professional development.

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

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

District Improvement Plan

Three Rivers Community Schools

Preparation and customization of curriculum implementation - provided by Pearson - \$1500/consultant fee Schools: Three Rivers Middle School	Academic Support Program	Tier 1	Implement	07/01/2019	06/28/2020	\$1500	Title II Part A	7th & 8th grade classroom teachers and special ed teachers Principal Curriculum Director
---	--------------------------	--------	-----------	------------	------------	--------	-----------------	--

Strategy 7:

Paraprofessionals - Paraprofessional staff will work with regularly scheduled progress monitoring and academic support for students. Parapro hourly wage range from \$11-15/hr

Andrews - 3 paras

Park - 3 paras

Hoppin - 2 paras

Norton - 2 paras

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 2

Activity - Paraprofessional Staffing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Title I Part A	Curriculum Director Principals

Strategy 8:

School Wide Reading Plan - MTSS system to support all students.

Elementary & Middle School - benchmark testing in fall, winter, and spring

Tier I - instruction by general education teacher

Tier II - instructional by general education teacher or paraprofessional to support students who may be struggling with classroom learning expectations, the support is necessary to implement before the achievement gap becomes too wide, analyze progress monitoring to drive instructional needs

District Improvement Plan

Three Rivers Community Schools

Tier III - instructional by general education teacher or paraprofessional to support students who may have intensive needs beyond classroom instruction, students receive additional support in addition to Tier II instruction, analyze progress monitoring to drive instructional needs

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Data Reviews	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	Title II Part A	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist

Strategy 9:

English Learners Supports - District EL Coordinator will work with students who have been identified needing additional supports. Needs will be based on WIDA assessment. Language Acquisition Plan developed and included in consolidated grant application.

Category: English/Language Arts

Research Cited: Research Based Instruction for English Language Learners, Thompson and Vaughn;

Tier: Tier 1

Activity - Language Acquisition Plan	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--------------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p> <p>Schools: Three Rivers Middle School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	Title III	EL Coordinator Curriculum Director Principals Teachers
---	--------------------------	--------	-----------	------------	------------	-----	-----------	---

Activity - English in a Flash	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.</p> <p>Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Title III	Curriculum Director Technology Director EL Coordinator

Activity - Back to School Event	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.</p> <p>Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Title III	Curriculum Director EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Activity - Family Nights	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items</p> <p>Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Title III	Curriculum Director EL Coordinator
Activity - Family Engagement - Immigrant Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380</p> <p>Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	Title III	EL Coordinator Curriculum Director
Activity - Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study</p> <p>Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	Title III	EL Coordinator Building Principals Curriculum Director
Activity - SIOP Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Three Rivers Community Schools

Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900 Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Title II Part A	Administration Teachers EL Coordinator Curriculum Director
---	---	--------	---------------	------------	------------	---------	-----------------	--

Strategy 10:

Professional Development - District staff will have opportunities to attend professional development to build on current knowledge and provides additional support for success that will impact students academic progress. Professional development provided to support implementation of effective strategies, knowledge of new curriculum, understanding of data driven instruction.

Category: English/Language Arts

Research Cited: When teachers receive well-designed professional development, an average of 49 hours spread over six to 12 months, they can increase student achievement by as much as 21 percentile points (Yoon, Duncan, Lee, Scarloss, and Shapley, 2007). On the other hand, one-shot, "drive-by," or fragmented, "spray-and-pray" workshops lasting 14 hours or less show no statistically significant effect on student learning (Darling-Hammond, Wei, Andree, Richardson, and Orphanos, 2009). Above all, it is most important to remember that effective professional-development programs are job-embedded and provide teachers with five critical elements (Darling-Hammond et al., 2009): resource - Edutopia

Tier: Tier 1

Activity - Content Area Networking	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 Schools: Three Rivers Middle School, Three Rivers High School	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	General Fund	Department Heads - MS & HS Administration Curriculum Director

Activity - Curriculum, Instruction, Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	General Fund	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Activity - School Improvement Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150 Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Title II Part A	Administration Curriculum Director
Activity - Special Population Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Title II Part A	Curriculum Director EL Coordinator
Activity - Study Island	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800 Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Title II Part A	Teaching staff Building principals Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Strategy 11:

Homeless Student Supports - To provide a safe learning environment, the district will provide necessary supplies to homeless students. A teacher may provide tutoring if the homeless situation is impacting student attendance and/or performance.

Category: English/Language Arts

Research Cited: Payne, Ruby (2005): A Framework for Understanding Poverty; Jensen, Eric (2009): Teaching with Poverty in Mind

Tier: Tier 3

Activity - Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Title I Part A	Building Principals Homeless Liaison
Activity - Supplies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide supplies to homeless students Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	General Fund	Administration Homeless Liaison

Strategy 12:

Technology - Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports

Category: Technology

Research Cited: "Differentiating Instructional with Technology" by G. Smith & S. Throne "differentiated instruction plus technology equals a better learning environment for diverse students. Research from Marzano, Pickering, and Pollock reveals nine essential instructional strategies most likely to improve student achievement, use of technology supports these essentials."

Tier: Tier 2

Activity - Online Program to Support Tier I	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Title I Part A	Building administrator Teachers Curriculum Director
--	--------------------------------------	--------	-----------	------------	------------	----------	----------------	--

Goal 5: In writing, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.

Measurable Objective 1:

5% of All Students will demonstrate a proficiency in ELA writing in Writing by 06/30/2019 as measured by state assessment .

Strategy 1:

SAT Writing - Instructional Specialist and ISD Consultant will support 9-12 teachers to SAT prep, specifically writing.

Category: English/Language Arts

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Classroom Support & Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze current practices and adjust instruction according to data. Adjust instructional practices, pacing guides, and curriculum maps. Schools: Three Rivers High School	Academic Support Program, Curriculum Development	Tier 1	Getting Ready	07/01/2018	06/30/2019	\$0	Title II Part A	ELA department head ISD Consultant Curriculum Director HS Principal

Strategy 2:

English Learners Supports - District EL Coordinator will work with students who have been identified needing additional supports. Needs will be based on WIDA assessment. Language Acquisition Plan developed and included in consolidated grant application.

Category: English/Language Arts

Research Cited: Research Based Instruction for English Language Learners, Thompson and Vaughn;
Tier: Tier 2

Activity - Language Acquisition Plan	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p> <p>Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	Title III	EL Coordinator Curriculum Director Principals Teachers

Goal 6: In math, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.

Measurable Objective 1:

7% of All Students will demonstrate a proficiency at or above expectations in Mathematics by 06/30/2019 as measured by state assessment .

Strategy 1:

Curriculum, Instruction, Assessment - Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies

Category: Mathematics

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for

District Improvement Plan

Three Rivers Community Schools

Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Instructional Support and Curriculum Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$14740	Title II Part A, General Fund	6-8 math teachers Curriculum Director Administration

Strategy 2:

Best Practices - Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment

Category: Mathematics

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Effective Instructional Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result of Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day)	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	General Fund	K-12 Classroom Teachers Principals
Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment								
Schools: Three Rivers Middle School, Andrews Elementary School, Park Elementary School, Three Rivers High School, Norton Elementary School								
Activity - Explicit Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	General Fund	All PK-12 Classroom teachers Principals
Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School								
Activity - Professional Development/CAN Networks	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	General Fund	Department Heads - MS & HS Administration Curriculum Director
Schools: Three Rivers Middle School, Three Rivers High School								
Activity - Data Review	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Three Rivers Community Schools

Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	Title II Part A	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
--	-----------------------	--------	-----------	------------	------------	--------	-----------------	--

Activity - Peer to Peer Observations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Title II Part A	Administration Teachers Curriculum Director

Activity - MiBLSi Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Title II Part A	Administration Teachers Curriculum Director Instructional Specialist

Strategy 3:

NWEA Testing - All students 1st-11th grade will be MAP tested in fall, winter, spring. Results from the NWEA assessment will help guide instructional needs of all students.

Category: Mathematics

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003; Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2001

Tier: Tier 1

District Improvement Plan

Three Rivers Community Schools

Activity - Benchmark Testing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 1st-11th grade students will be tested in fall, winter, spring. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	General Fund	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NWEA provided PD - Applying Reports Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	Title II Part A	School Improvement Teams Administration Curriculum Director

Strategy 4:

Summer School - Summer School Program (16-20 days) to provide supplemental support for K-3rd grade Tier 2 and 3 students.

Category: Mathematics

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 2

Activity - Summer School - Math	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-3rd grade students will be provided 16-20 days of supplemental supports in reading. Schools: Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program	Tier 2	Monitor	07/01/2019	06/30/2020	\$0	Title I Schoolwide	Classroom teachers Principals Curriculum Director

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

District Improvement Plan

Three Rivers Community Schools

Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional materials, and transportation Schools: Three Rivers Middle School	Academic Support Program	Tier 2		02/01/2020	08/31/2020	\$0	Title I Part A	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional material
--	--------------------------	--------	--	------------	------------	-----	----------------	--

Strategy 5:

Paraprofessional - PParaprofessional staff will work with regularly scheduled progress monitoring and academic support for students. Parapro hourly wage range from \$11-15/hr

Andrews - 3 paras

Park - 3 paras

Hoppin - 2 paras

Norton - 2 paras

Category: Mathematics

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 2

District Improvement Plan

Three Rivers Community Schools

Activity - Paraprofessional Staffing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Title I Part A	Curriculum Director Principals

Strategy 6:

English Learners Supports - District EL Coordinator will work with students who have been identified needing additional supports. Needs will be based on WIDA assessment. Language Acquisition Plan developed and included in consolidated grant application.

Category: Mathematics

Research Cited: Research Based Instruction for English Language Learners, Thompson and Vaughn;

Tier: Tier 2

Activity - Language Acquisition Plan	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week) Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week) Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed. Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	Title III	EL Coordinator Curriculum Director Principals Teachers

Strategy 7:

Homeless Student Supports - To provide a safe learning environment, the district will provide necessary supplies to homeless students. A teacher may provide tutoring

District Improvement Plan

Three Rivers Community Schools

if the homeless situation is impacting student attendance and/or performance.

Category: Mathematics

Research Cited: Payne, Ruby (2005): A Framework for Understanding Poverty; Jensen, Eric (2009): Teaching with Poverty in Mind

Tier: Tier 3

Activity - Tutoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Title I Part A	Building Principals Homeless Liaison

Activity - Supplies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide supplies to homeless students Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	General Fund	Administration Homeless Liaison

Strategy 8:

Technology - Implement online resources to support Tier I program - Study Island and Exact Path

Category: Technology

Research Cited: "Differentiating Instructional with Technology" by G. Smith & S. Throne "differentiated instruction plus technology equals a better learning environment for diverse students. Research from Marzano, Pickering, and Pollock reveals nine essential instructional strategies most likely to improve student achievement, use of technology supports these essentials."

Tier: Tier 2

Activity - Online Program to Support Tier I	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Title I Part A	Building administrator Teachers Curriculum Director
--	--------------------------------------	--------	-----------	------------	------------	-----	----------------	--

Goal 7: In science, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.

Measurable Objective 1:

8% of All Students will demonstrate a proficiency at or above expectations in Science by 06/30/2019 as measured by state assessment .

Strategy 1:

NGSS/MSS - Teachers will implement NGSS/MSS and be provided professional development opportunities to adjust instruction, curriculum maps, and pacing guides.

Category: Science

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Implementation of Science Resource - BCMSC	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided science kits aligned to NGSS/MSS. Professional development opportunities, curriculum development with pacing guides. 2-4 work sessions between September 2019-June 2020. Schools: Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Norton Elementary School	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$15000	General Fund	Classroom teachers Principals Curriculum Director
Activity - Implementation of 6th-8th grade Amplify Science	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Three Rivers Community Schools

Implementation of new curriculum. Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2-7 work days/summer work session (\$1100) Professional development provided in October 2019 & February 2020. (\$3200)	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5620	Title II Part A, General Fund, Title II Part A	Teachers Administration Curriculum Director
Schools: Three Rivers Middle School								

Strategy 2:

Best Practice Strategies - Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment

Category: Science

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Effective Instructional Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day)	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	General Fund	K-12 Classroom Teachers Principals
Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment								
Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School								

Activity - Explicit Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	General Fund	All PK-12 Classroom teachers Principals
Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 Schools: Three Rivers Middle School, Three Rivers High School	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	General Fund	Department Heads - MS & HS Administration Curriculum Director

Goal 8: In Social Studies, students at Three Rivers Community Schools will improve proficiency levels by 2025 as measured by the state assessment.

Measurable Objective 1:

8% of All Students will demonstrate a proficiency at or above expectations in Social Studies by 06/30/2019 as measured by state assessment .

Strategy 1:

Best Practice Strategies - Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment

Category: Social Studies

Research Cited: (1) Buffum, Austin G., Mike Mattos and Chris Weber, Simplifying Response to Intervention: Four Essential Guiding Principles. Bloomington, IN: Solution Tree, 2012. (2) DuFour, Richard, Tebecca Burnette-DuFour and Robert E Eaker. Revisiting Professional Learning Communities at Work: New Insights for Improving Schools. Bloomington, IN:Solution Tree, 2008. (3) Marzano, Robert J. What Works in Schools: Translating Research into Action. Alexandria, VA: Association for Supervision and Curriculum Development, 2003. Explicit Instruction-Effective and Efficient Teaching, Archer & Hughes-2011

Tier: Tier 1

Activity - Effective Instructional Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result of Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day)	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	General Fund	K-12 Classroom Teachers Principals
Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment								
Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School								

Activity - Explicit Vocabulary Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	General Fund	All PK-12 Classroom teachers Principals
Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School								

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	General Fund	Department Heads - MS & HS Administration Curriculum Director
Schools: Three Rivers Middle School, Three Rivers High School								

Strategy 2:

Curriculum, Instruction, Assessment - Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.

Category: Social Studies

Research Cited: Reeves, D. (2003); Power Standards -Identifying the Standards That Matter the Most

District Improvement Plan

Three Rivers Community Schools

Marzano R. & Haystead M (2008) - Making Standards Useful

Mooney N. & Mausbach (2008) - Align the Design

Wiggins G (2005) - Understanding by Design

Tier: Tier 1

Activity - Work Sessions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions. Schools: Three Rivers Middle School, Andrews Elementary School, Ruth Hoppin School, Park Elementary School, Three Rivers High School, Norton Elementary School	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	General Fund	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director

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
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$60000	Curriculum Director Administration

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
MTSS - Academic	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Classroom teachers Paraprofessionals Principals

District Improvement Plan

Three Rivers Community Schools

Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$57000	Curriculum Director Administration
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Online Program to Support Tier I	Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Building administration Teachers Curriculum Director
Middle School Summer School	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional materials, and transportation	Academic Support Program	Tier 2	Implement	02/01/2020	08/31/2020	\$25360	Middle School administration ELA & Math certified teachers Curriculum Director EL Coordinator
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison

District Improvement Plan

Three Rivers Community Schools

Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Middle School Summer School	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional materials, and transportation	Academic Support Program	Tier 2		02/01/2020	08/31/2020	\$0	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional material
Online Program to Support Tier I	Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Building administration Teachers Curriculum Director

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Professional Development	2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$21300	Curriculum Directors Administration Teachers Instructional Specialist
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$50000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator
Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Implementation of 6th-8th grade Amplify Science	Implementation of new curriculum. Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2-7 work days/summer work session (\$1100) Professional development provided in October 2019 & February 2020. (\$3200)	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$1320	Teachers Administration Curriculum Director
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist
Study Island	Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Teaching staff Building principals Curriculum Director
Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director
SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Professional Development	2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7700	Curriculum Directors Administration Teachers Instructional Specialist
Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640 Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$2640	6-8 math teachers Curriculum Director Administration
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Implementation of 6th-8th grade Amplify Science	Implementation of new curriculum. Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2-7 work days/summer work session (\$1100) Professional development provided in October 2019 & February 2020. (\$3200)	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$3200	Teachers Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

START Training	START Training Cohort 1 & 2 (Intensive training to support students with autism); Cohort 1 @ 6 days; Cohort 2 @ 10 days; Oct, Nov, Dec 2019; Jan, Feb, May 2020; Oct, Nov, Dec 2019; Jan, Feb, May 2020; 5 teachers - represent Norton, Park, Hoppin	Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$4180	Special Ed Director Administration Special Ed General Teachers
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Professional Development	Preparation and customization of curriculum implementation - provided by Pearson - \$1500/consultant fee	Academic Support Program	Tier 1	Implement	07/01/2019	06/28/2020	\$1500	7th & 8th grade classroom teachers and special ed teachers Principal Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Classroom Support & Professional Development	Analyze current practices and adjust instruction according to data. Adjust instructional practices, pacing guides, and curriculum maps.	Academic Support Program, Curriculum Development	Tier 1	Getting Ready	07/01/2018	06/30/2019	\$0	ELA department head ISD Consultant Curriculum Director HS Principal

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director

Title III

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Language Acquisition Plan	Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week) Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week) Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed. Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers
English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	EL Coordinator Curriculum Director Principals Teachers
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers
---------------------------	--	--------------------------	--------	-----------	------------	------------	------	---

Title IV Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Social Worker	Partnership with Community Mental Health to provide behavioral supports for at risk students in PK-5.	Behavioral Support Program	Tier 3	Implement	07/01/2019	06/30/2020	\$9074	Administration Superintendent
MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$29347	Instructional Staff Administration
Kickoff to Summer Reading	Kickoff to Summer Reading - students K-5 will receive 2 books to take home and 2 books mailed throughout the summer; encourage the love of reading with self choice, free books	Parent Involvement, Supplemental Materials	Tier 1	Implement	07/01/2019	06/01/2021	\$17682	Teachers Administration Curriculum Director Instructional Specialist EL Coordinator

District Improvement Plan

Three Rivers Community Schools

MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$16535	Instructional Staff Administration
Classroom Libraries	Build classroom libraries in 6-12 classrooms to support student self selected reading - MS @ \$7012 and HS @ 7558, include purchase of storage system	Supplemental Materials	Tier 1	Implement	07/01/2019	06/30/2021	\$12812	MS/HS Administration ELA teachers Instructional Specialist Curriculum Director

Title I Schoolwide

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Summer School - Math	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	06/30/2020	\$0	Classroom teachers Principals Curriculum Director

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison

District Improvement Plan

Three Rivers Community Schools

Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Professional Development	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Implementation of 6th-8th grade Amplify Science	Implementation of new curriculum. Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2-7 work days/summer work session (\$1100) Professional development provided in October 2019 & February 2020. (\$3200)	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$1100	Teachers Administration Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals
Thoughtful Classroom Training	Thoughtful Classroom Administration Workshop @ ISD, August 2019, MS & HS admin attend (new hires), materials @ \$130	Professional Learning	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$300	MS Principal HS Assistant Principal
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$12100	6-8 math teachers Curriculum Director Administration
Professional Development/CAN Networks	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Professional Development	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Content Area Networking	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Implementation of Science Resource - BCMSC	Teachers will be provided science kits aligned to NGSS/MSS. Professional development opportunities, curriculum development with pacing guides. 2-4 work sessions between September 2019-June 2020.	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$15000	Classroom teachers Principals Curriculum Director
Summer School - Reading	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/30/2020	\$75000	Classroom teachers Principals Curriculum Director

Activity Summary by School

Below is a breakdown of activity by school.

Three Rivers Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Professional Development	<p>2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings.</p> <p>Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300</p>	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$29000	Curriculum Directors Administration Teachers Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
MTSS - Academic	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Classroom teachers Paraprofessionals Principals
Professional Development	Preparation and customization of curriculum implementation - provided by Pearson - \$1500/consultant fee	Academic Support Program	Tier 1	Implement	07/01/2019	06/28/2020	\$1500	7th & 8th grade classroom teachers and special ed teachers Principal Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$14740	6-8 math teachers Curriculum Director Administration
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
Language Acquisition Plan	Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week) Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week) Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed. Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers
Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator
Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist

District Improvement Plan

Three Rivers Community Schools

Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Implementation of 6th-8th grade Amplify Science	Implementation of new curriculum. Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2-7 work days/summer work session (\$1100) Professional development provided in October 2019 & February 2020. (\$3200)	Academic Support Program, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5620	Teachers Administration Curriculum Director
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Content Area Networking	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Professional Development/CAN Networks	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Professional Development	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Professional Development	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Instructional Staff Administration
Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Classroom Libraries	Build classroom libraries in 6-12 classrooms to support student self selected reading - MS @ \$7012 and HS @ 7558, include purchase of storage system	Supplemental Materials	Tier 1	Implement	07/01/2019	06/30/2021	\$12812	MS/HS Administration ELA teachers Instructional Specialist Curriculum Director
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director
Study Island	Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Teaching staff Building principals Curriculum Director
Middle School Summer School	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional materials, and transportation	Academic Support Program	Tier 2	Implement	02/01/2020	08/31/2020	\$25360	Middle School administration ELA & Math certified teachers Curriculum Director EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Middle School Summer School	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional materials, and transportation	Academic Support Program	Tier 2		02/01/2020	08/31/2020	\$0	Summer School provided for 6th-8th grade students (25-30/grade level); 6 week program @ 4 days per week; 4 hours per day; students will be provided instruction based on individual needs. Program funds include salaries for teachers, instructional material
Online Program to Support Tier I	Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Building administration Teachers Curriculum Director
Online Program to Support Tier I	Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Building administration Teachers Curriculum Director

Three Rivers High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Thoughtful Classroom Training	Thoughtful Classroom Administration Workshop @ ISD, August 2019, MS & HS admin attend (new hires), materials @ \$130	Professional Learning	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$300	MS Principal HS Assistant Principal
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Classroom Support & Professional Development	Analyze current practices and adjust instruction according to data. Adjust instructional practices, pacing guides, and curriculum maps.	Academic Support Program, Curriculum Development	Tier 1	Getting Ready	07/01/2018	06/30/2019	\$0	ELA department head ISD Consultant Curriculum Director HS Principal
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
Language Acquisition Plan	Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week) Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week) Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed. Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers
Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator
Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist

District Improvement Plan

Three Rivers Community Schools

Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
Content Area Networking	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40 CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Professional Development/CAN Networks	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Professional Development	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
Professional Development	CAN Network - Math - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - ELA @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - Science - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40) CAN Network - SS - @ ISD - October 2019, March 2020 - 2 teachers (MS & HS departments heads, \$228, travel - \$40)	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$1072	Department Heads - MS & HS Administration Curriculum Director
MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Instructional Staff Administration

District Improvement Plan

Three Rivers Community Schools

Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director
Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator
Classroom Libraries	Build classroom libraries in 6-12 classrooms to support student self selected reading - MS @ \$7012 and HS @ 7558, include purchase of storage system	Supplemental Materials	Tier 1	Implement	07/01/2019	06/30/2021	\$12812	MS/HS Administration ELA teachers Instructional Specialist Curriculum Director
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director

Ruth Hoppin School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Professional Development	2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$29000	Curriculum Directors Administration Teachers Instructional Specialist
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
MTSS - Academic	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Classroom teachers Paraprofessionals Principals
Summer School - Reading	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/30/2020	\$75000	Classroom teachers Principals Curriculum Director
Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$14740	6-8 math teachers Curriculum Director Administration
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Summer School - Math	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	06/30/2020	\$0	Classroom teachers Principals Curriculum Director
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Implementation of Science Resource - BCMSC	Teachers will be provided science kits aligned to NGSS/MSS. Professional development opportunities, curriculum development with pacing guides. 2-4 work sessions between September 2019-June 2020.	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$15000	Classroom teachers Principals Curriculum Director
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	EL Coordinator Curriculum Director Principals Teachers
Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers
English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist
Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Instructional Staff Administration
Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison

District Improvement Plan

Three Rivers Community Schools

SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director
Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
START Training	START Training Cohort 1 & 2 (Intensive training to support students with autism); Cohort 1 @ 6 days; Cohort 2 @ 10 days; Oct, Nov, Dec 2019; Jan, Feb, May 2020; Oct, Nov, Dec 2019; Jan, Feb, May 2020; 5 teachers - represent Norton, Park, Hoppin	Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$4180	Special Ed Director Administration Special Ed General Teachers
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director

District Improvement Plan

Three Rivers Community Schools

MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator
Social Worker	Partnership with Community Mental Health to provide behavioral supports for at risk students in PK-5.	Behavioral Support Program	Tier 3	Implement	07/01/2019	06/30/2020	\$9074	Administration Superintendent
Kickoff to Summer Reading	Kickoff to Summer Reading - students K-5 will receive 2 books to take home and 2 books mailed throughout the summer; encourage the love of reading with self choice, free books	Parent Involvement, Supplemental Materials	Tier 1	Implement	07/01/2019	06/01/2021	\$17682	Teachers Administration Curriculum Director Instructional Specialist EL Coordinator
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director
Study Island	Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Teaching staff Building principals Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Online Program to Support Tier I	Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Building administration Teachers Curriculum Director
Online Program to Support Tier I	Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Building administration Teachers Curriculum Director

Park Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Professional Development	2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$29000	Curriculum Directors Administration Teachers Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
MTSS - Academic	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Classroom teachers Paraprofessionals Principals
Summer School - Reading	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/30/2020	\$75000	Classroom teachers Principals Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$14740	6-8 math teachers Curriculum Director Administration
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
Summer School - Math	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	06/30/2020	\$0	Classroom teachers Principals Curriculum Director
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Implementation of Science Resource - BCMSC	Teachers will be provided science kits aligned to NGSS/MSS. Professional development opportunities, curriculum development with pacing guides. 2-4 work sessions between September 2019-June 2020.	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$15000	Classroom teachers Principals Curriculum Director
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals

District Improvement Plan

Three Rivers Community Schools

Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
Language Acquisition Plan	Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week) Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week) Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed. Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers
Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator
Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist

District Improvement Plan

Three Rivers Community Schools

Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Instructional Staff Administration

District Improvement Plan

Three Rivers Community Schools

Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director
Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

START Training	START Training Cohort 1 & 2 (Intensive training to support students with autism); Cohort 1 @ 6 days; Cohort 2 @ 10 days; Oct, Nov, Dec 2019; Jan, Feb, May 2020; Oct, Nov, Dec 2019; Jan, Feb, May 2020; 5 teachers - represent Norton, Park, Hoppin	Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$4180	Special Ed Director Administration Special Ed General Teachers
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Social Worker	Partnership with Community Mental Health to provide behavioral supports for at risk students in PK-5.	Behavioral Support Program	Tier 3	Implement	07/01/2019	06/30/2020	\$9074	Administrati on Superinten dent
Kickoff to Summer Reading	Kickoff to Summer Reading - students K-5 will receive 2 books to take home and 2 books mailed throughout the summer; encourage the love of reading with self choice, free books	Parent Involvement, Supplemental Materials	Tier 1	Implement	07/01/2019	06/01/2021	\$17682	Teachers Administrati on Curriculum Director Instructional Specialist EL Coordinator
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director
Study Island	Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Teaching staff Building principals Curriculum Director
Online Program to Support Tier I	Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Building administrati on Teachers Curriculum Director
Online Program to Support Tier I	Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Building administrati on Teachers Curriculum Director

Norton Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
---------------	----------------------	---------------	------	-------	------------	----------	-------------------	-------------------

District Improvement Plan

Three Rivers Community Schools

Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Professional Development	2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$29000	Curriculum Directors Administration Teachers Instructional Specialist
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals

District Improvement Plan

Three Rivers Community Schools

Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
MTSS - Academic	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Classroom teachers Paraprofessionals Principals
Summer School - Reading	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/30/2020	\$75000	Classroom teachers Principals Curriculum Director
Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$14740	6-8 math teachers Curriculum Director Administration
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals

District Improvement Plan

Three Rivers Community Schools

Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
Summer School - Math	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	06/30/2020	\$0	Classroom teachers Principals Curriculum Director
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Implementation of Science Resource - BCMSC	Teachers will be provided science kits aligned to NGSS/MSS. Professional development opportunities, curriculum development with pacing guides. 2-4 work sessions between September 2019-June 2020.	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$15000	Classroom teachers Principals Curriculum Director
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals

District Improvement Plan

Three Rivers Community Schools

Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$0	EL Coordinator Curriculum Director Principals Teachers
Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers
English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist
Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Instructional Staff Administration
Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison

District Improvement Plan

Three Rivers Community Schools

SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director
Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
START Training	START Training Cohort 1 & 2 (Intensive training to support students with autism); Cohort 1 @ 6 days; Cohort 2 @ 10 days; Oct, Nov, Dec 2019; Jan, Feb, May 2020; Oct, Nov, Dec 2019; Jan, Feb, May 2020; 5 teachers - represent Norton, Park, Hoppin	Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$4180	Special Ed Director Administration Special Ed General Teachers
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director

District Improvement Plan

Three Rivers Community Schools

MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator
Social Worker	Partnership with Community Mental Health to provide behavioral supports for at risk students in PK-5.	Behavioral Support Program	Tier 3	Implement	07/01/2019	06/30/2020	\$9074	Administration Superintendent
Kickoff to Summer Reading	Kickoff to Summer Reading - students K-5 will receive 2 books to take home and 2 books mailed throughout the summer; encourage the love of reading with self choice, free books	Parent Involvement, Supplemental Materials	Tier 1	Implement	07/01/2019	06/01/2021	\$17682	Teachers Administration Curriculum Director Instructional Specialist EL Coordinator
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director
Study Island	Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Teaching staff Building principals Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Online Program to Support Tier I	Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Building administration Teachers Curriculum Director
Online Program to Support Tier I	Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Building administration Teachers Curriculum Director

Andrews Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Interacting with Parents	Staff (K-12) will host opportunities for parents to become involved in their students education (ie. scheduled parent meetings, parent nights, Parent Newsletters, share educational instructional materials for parents to use at home, conferences, open house...etc.)	Parent Involvement	Tier 1	Implement	07/01/2019	08/01/2021	\$10122	Administration Teachers Curriculum Director EL Coordinator Instructional Specialist
Professional Development	2 days of PD provided to support the implementation of new program, starting 2019-2020. General ed teachers and special ed teachers attend October and February sessions. Instructional Specialist supports implementation at elementary buildings. Summer 2020 - Strengthening Implementation (K-2 & 3-5) and Small Group Instruction (K-2) - elevate knowledge of instruction focus, increase knowledge of domain learning (skills and knowledge), and progression of foundation skills, form small groups based on identify targets and student progress; CKLA Consultant @ 1.5 days & stipend = \$21300	Academic Support Program, Professional Learning	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$29000	Curriculum Directors Administration Teachers Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	K-12 Classroom teachers Principals Curriculum Director
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2020	\$0	All PK-12 classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2018	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
MTSS - Academic	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tiers may include - Tier I - CKLA, My Perspectives, CCSS; Tier II & III - additional core instruction, Explicit Phonics Routines, My Sidewalks, Phonics for Reading, Corrective Reading, Rewards, Heggerty-Phonemic Awareness. Data will be analyzed at district data reviews in fall, winter, spring.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2018	06/30/2021	\$4000	Classroom teachers Paraprofessionals Principals
Summer School - Reading	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	08/30/2020	\$75000	Classroom teachers Principals Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Instructional Support and Curriculum Development	Collaborative work sessions - KRESA Math Consultant - 2 sessions @ \$2640Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; Eureka Math, Essential Instructional Practices, best practice strategies	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$14740	6-8 math teachers Curriculum Director Administration
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Benchmark Testing	All 1st-11th grade students will be tested in fall, winter, spring.	Career Preparation /Orientation , Academic Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$28000	1st-11th grade classroom teachers - Math, ELA Curriculum Director Principals
Summer School - Math	K-3rd grade students will be provided 16-20 days of supplemental supports in reading.	Academic Support Program	Tier 2	Monitor	07/01/2019	06/30/2020	\$0	Classroom teachers Principals Curriculum Director
Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals

District Improvement Plan

Three Rivers Community Schools

Paraprofessional Staffing	Paraprofessionals will work classroom teachers to help support at-risk students. Paras support with progress monitoring and Tier II & III supports as needed.	Direct Instruction, Academic Support Program	Tier 2	Monitor	07/01/2019	06/01/2021	\$415915	Curriculum Director Principals
Implementation of Science Resource - BCMSC	Teachers will be provided science kits aligned to NGSS/MSS. Professional development opportunities, curriculum development with pacing guides. 2-4 work sessions between September 2019-June 2020.	Academic Support Program, Curriculum Development	Tier 1	Implement	07/01/2019	06/01/2021	\$15000	Classroom teachers Principals Curriculum Director
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	K-12 Classroom Teachers Principals
Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Effective Instructional Practices	Teachers will be expected to implement effective instructional practices in classrooms. These practices are a result Academic Learning Project - Dr. Kevin Feldman training in 2016-2017 & 2017-2018 school years. Teachers will take part in professional development of the implementation of effective instructional practices - Three Rivers Engagement Strategies (offered 4 days throughout the school year; teachers attend 1 day) Best practice strategies will be implemented to increase student engagement; bell to bell, structured warm ups, learning targets unpacked, choral response, cold call & no opt out, structured student talk, exit directions, brief nonfiction writing, student self assessment	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2019	08/01/2021	\$0	K-12 Classroom Teachers Principals

District Improvement Plan

Three Rivers Community Schools

Explicit Vocabulary Instruction	All teachers will implement effective vocabulary instruction, a result of Academic Literacy Project - Dr. Kevin Feldman.	Direct Instruction, Academic Support Program	Tier 1	Implement	07/01/2018	06/01/2021	\$0	All PK-12 Classroom teachers Principals
Data Reviews	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Teacher Collaboration, Academic Support Program, Professional Learning, Behavioral Support Program	Tier 1	Getting Ready	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
Language Acquisition Plan	Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week) Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week) Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed. Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.	Academic Support Program	Tier 2	Implement	07/01/2019	06/01/2021	\$500	EL Coordinator Curriculum Director Principals Teachers

District Improvement Plan

Three Rivers Community Schools

Language Acquisition Plan	<p>Entering/Emerging - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20-30 additional minutes 2-3 times a week)</p> <p>Developing - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher. (ELA 90 min., Math 60 min.); students receive strategic or intensive support from At-Risk and Title I paraprofessionals and support from ELL Interventionist. (20 additional minutes 2-3 times a week)</p> <p>Expanding - Students receive daily instruction in the 4 core areas from highly qualified teacher. (ELA 60 min., Math 60 min.); assessment data monitored and additional support provided as needed.</p> <p>Bridging/Reaching - Students receive daily instruction in the 4 core academic areas from highly qualified classroom teacher.</p>	Academic Support Program	Tier 2	Implement	07/01/2018	06/30/2019	\$50	EL Coordinator Curriculum Director Principals Teachers
English in a Flash	English in a Flash Renaissance Place Complete subscription - This online program will provide additional language acquisition instruction for our newcomer English learners. This program includes activities that emphasize vocabulary and grammatical structures and support listening, speaking, reading, and writing skills.	Academic Support Program	Tier 3	Implement	07/01/2019	08/28/2020	\$420	Curriculum Director Technology Director EL Coordinator
Back to School Event	Back to School Family Back Pack Program - students will be provided a backpack and supplies for the start of the new school year. The backpack will include educational materials for English Language Learning; August 2019 that includes K-12 students and their families an opportunity to come together.	Community Engagement	Tier 1	Getting Ready	08/01/2019	08/30/2020	\$1051	Curriculum Director EL Coordinator
Family Nights	Three family literacy meetings will be hosted during the school year in order to provide bilingual home support and strategies related to the five big ideas of reading. Technology will also be incorporated for surveys and to provide additional literacy resources. (September 2019, January 2020, March 2020) ELL students and their families will be invited to participate. Pizza will be served and at the end each student will leave with educational support items	Community Engagement	Tier 1	Implement	07/01/2019	08/01/2021	\$1740	Curriculum Director EL Coordinator
EL Summer Event	Field Trip - End of Summer School Celebration will provide families with the opportunity to learn together and give students a chance to observe different exhibits.	Community Engagement	Tier 1	Implement	07/01/2019	08/30/2019	\$280	EL Coordinator

District Improvement Plan

Three Rivers Community Schools

Family Engagement - Immigrant Students	Goal 2 - Strategy 9 Kalamazoo Nature Center Field Trip - Life as a Pioneer/Maple Sugaring: Sap to Syrup - this will provide K-12 students, up to a total of 20, an opportunity to explore plant needs, part and life cycle, solar energy and seasons, Michigan history and natural resources - up to 20 students, 10 adults - \$160 registration; bus fee - \$220; free sack lunches - \$380	Academic Support Program, Community Engagement, Behavioral Support Program	Tier 3	Implement	07/01/2018	08/31/2019	\$380	EL Coordinator Curriculum Director
Tutoring	Tutoring services for Immigrant students, \$40/hr including benefits, up to 48 hours - provide support for students who need additional instruction in courses of study	Academic Support Program	Tier 3	Implement	08/01/2019	08/01/2021	\$2791	EL Coordinator Building Principals Curriculum Director
Supporting Students with Trauma, Anxiety, and Depression	Community Session to provide insight from Community Mental Health on how to support children with anxiety, depression, and trauma.	Community Engagement	Tier 1	Getting Ready	08/01/2019	06/01/2021	\$4000	Curriculum Director Health Committee
Interactive Systems Framework	Integration of school/community mental health within MTSS Behavioral Supports to build a stronger support system.	Behavioral Support Program	Tier 2	Getting Ready	08/01/2019	06/30/2020	\$120	Behavior Interventionist
Work Sessions	Grade level/department meetings - develop unit plans using district wide curriculum unit plan. 2 work days and 5 summer work sessions.	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	08/01/2021	\$15000	Teachers Administration Instructional Specialist EL Coordinator Curriculum Director
Instructional Specialist	Instructional Specialist will provide coordination and facilitation of best practice staff development, training and on-going support for all teachers with the goal of expanding proficiency, creating classroom instructional excellence and improving the overall performance of all students. The specialist will work collaboratively with teachers to respond to the four critical questions of student learning. - Instructional Specialist is split funded. Portions of the job description such as student evaluations and placement come from other funding.	Curriculum Development, Professional Learning	Tier 1	Monitor	07/01/2019	06/01/2021	\$167000	Curriculum Director Administration
Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Professional Development	NWEA provided PD - Applying Reports	Professional Learning	Tier 1	Getting Ready	07/01/2019	06/30/2020	\$3200	School Improvement Teams Administration Curriculum Director
MTSS - Behavior	MTSS will be used for timely intervention to meet the needs of all students. Teachers will analyze data to make decisions of how to offer appropriate targeted tiered interventions and/or enrichment activities. Tier I - School Wide Expectations; Tier II - Check in Check Out, Tier III - Student Behavior Plans (examples). Data will be analyzed at district data reviews in fall, winter, spring.	Behavioral Support Program	Tier 1	Implement	07/01/2019	06/30/2020	\$45882	Instructional Staff Administration
Curriculum, Instruction, Assessment	Collaborative work sessions K-12 (2-7 work sessions-during school year and summer sessions); develop unit plans and how to effectively implement best practice strategies; EL and Special Ed accommodations and modifications; vertical alignment; CKLA, SAT Writing, Essential Instructional Practices, best practice strategies	Curriculum Development, Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$0	Teachers Administration Curriculum Director EL Coordinator Instructional Specialist
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison
Tutoring	Provide tutoring to students if homeless situation is impacting student outcomes. Highly qualified teachers will provide academic support for identified homeless students in the middle school and high school before or after the school day.. The rate of pay is \$30.00 per hour.	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$3000	Building Principals Homeless Liaison
Supplies	Provide supplies to homeless students	Academic Support Program	Tier 3	Implement	07/01/2019	06/01/2021	\$1000	Administration Homeless Liaison

District Improvement Plan

Three Rivers Community Schools

SIOP Training	Supporting EL students using Sheltered Instruction Observation Protocol - 2 day SIOP Training @ TR Admin building; August 2020; \$15900	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$12660	Administration Teachers EL Coordinator Curriculum Director
Data Review	Creating systems to implement evidence based practices that will support all students. Fall, winter, spring - all buildings 2-3 staff members/building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$7920	School Improvement teams - teachers and principal Curriculum Director Instructional Specialist
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
School Improvement Conference	School Improvement Conference @ Lansing, MI - November 2019 - 4 administrators (Nash, Balk, Graber, Bingaman) - registration, hotel-\$450 (3 rooms @ 1 night), meals-\$80 (one night), travel \$150	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$2160	Administration Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
Peer to Peer Observations	"Peer to Peer Observations - Implementing effective instructional practices K-12; Oct 2019, Dec 2019, Feb 2020, March 2020; 12 teachers from K-12; 6 buildings/2 teachers per building	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$5280	Administration Teachers Curriculum Director
MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist

District Improvement Plan

Three Rivers Community Schools

MiBLSi Conference	MiBLSi Conference @ Lansing, MI, March 2020 - 15 participants (teacher, admin, instructional specialist) registration \$1500, mileage up to \$800 at \$.58 per mile, meals \$375; hotel-(10 rooms @ \$200 each) - \$2000; breakout sessions to support ELA, Math and behavioral supports	Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$5280	Administration Teachers Curriculum Director Instructional Specialist
Special Population Conference	"Special Populations Conference @ Lansing, MI; September 20 & 21, 2019 - Lauren Coates, EL Coordinator Nikki Nash, Curriculum Director, registration - \$150, mileage - up to \$135 at \$.58 per mile/approx; updates and supporting strategies to support all students	Professional Learning	Tier 1	Implement	07/01/2019	06/01/2021	\$765	Curriculum Director EL Coordinator
Social Worker	Partnership with Community Mental Health to provide behavioral supports for at risk students in PK-5.	Behavioral Support Program	Tier 3	Implement	07/01/2019	06/30/2020	\$9074	Administration Superintendent
Kickoff to Summer Reading	Kickoff to Summer Reading - students K-5 will receive 2 books to take home and 2 books mailed throughout the summer; encourage the love of reading with self choice, free books	Parent Involvement, Supplemental Materials	Tier 1	Implement	07/01/2019	06/01/2021	\$17682	Teachers Administration Curriculum Director Instructional Specialist EL Coordinator
Professional Development	Informing Instruction and Focusing on Growth - interpreting MAP reports and how to plan for differentiated instruction, setting and student goals - NWEA consultant @ 1 day and stipend = \$15,500	Professional Learning	Tier 1		02/01/2020	08/31/2020	\$15500	Teaching staff Building principals Instructional Specialist Curriculum Director
Study Island	Support of Study Island Implementation - Edmentum consultant provide overview sessions and supports for using Study Island in the classroom; 1/2 day session in August 2020; stipend @ 4800	Academic Support Program, Professional Learning	Tier 1	Getting Ready	02/01/2020	08/31/2020	\$4800	Teaching staff Building principals Curriculum Director
Online Program to Support Tier I	Implement online resources to support Tier I program - RAZ Kids, Study Island, Fast Forward, Exact Path etc.; use of chrome books to access supports	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$104000	Building administration Teachers Curriculum Director

District Improvement Plan

Three Rivers Community Schools

Online Program to Support Tier I	Implement online resources to support Tier I program - Study Island & Exact Path; use of chrome books to access supports --cost included in ELA goal	Academic Support Program, Technology	Tier 2	Implement	02/01/2020	08/01/2021	\$0	Building administration Teachers Curriculum Director
----------------------------------	---	--------------------------------------	--------	-----------	------------	------------	-----	--