



School Improvement Plan

North Rockford Middle School

Rockford Public Schools

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Introduction

The SIP is a planning tool designed to address student achievement and system needs identified through the school's comprehensive needs assessment (CNA). Additionally, the SIP provides a method for schools to address the school improvement planning requirements of Public Act 25 of the Revised School Code and the Elementary and Secondary Education Act (ESEA) as applicable.

Improvement Plan Assurance

Introduction

During the 2018-2019 school year, schools will have two options for Goals and Plans. 1. Update Goals and Plans, if necessary, based on analysis of data and Program Evaluation; 2. Complete and upload the Abbreviated Goals and Plans template into ASSIST, based on analysis of data and Program Evaluation.

Improvement Plan Assurance

Label	Assurance	Response	Comment	Attachment
1.	Which option was chosen for Goals and Plans?	Goals and Plans in ASSIST	See Goals and Plans in ASSIST	

Final 2019/20 SIP

Overview

Plan Name

Final 2019/20 SIP

Plan Description

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students at North Rockford Middle School will become proficient in MATH.	Objectives: 1 Strategies: 3 Activities: 4	Academic	\$0
2	All students at North Rockford Middle School will become proficient in READING.	Objectives: 1 Strategies: 3 Activities: 4	Academic	\$2000
3	All students at North Rockford Middle School will become proficient in SCIENCE.	Objectives: 1 Strategies: 1 Activities: 3	Academic	\$2000
4	All students at North Rockford Middle School will become proficient in SOCIAL STUDIES.	Objectives: 1 Strategies: 2 Activities: 2	Academic	\$0
5	All students at North Rockford Middle School will become proficient in Writing/Language Usage.	Objectives: 1 Strategies: 1 Activities: 1	Academic	\$0
6	CULTURE: All students and staff will participate and benefit from a positive school culture by promoting Growth Mindsets and positive relationships during the 2019/2020 school year.	Objectives: 1 Strategies: 3 Activities: 3	Organizational	\$2000
7	OK2SAY Programming and Student Involvement	Objectives: 1 Strategies: 1 Activities: 2	Academic	\$1500

Goal 1: All students at North Rockford Middle School will become proficient in MATH.

Measurable Objective 1:

75% of All Students will increase student growth by obtaining their projected growth RIT score in Mathematics by 06/30/2020 as measured by the 2020 Spring NWEA Projected Growth Summary Data. .

Strategy 1:

Common Instructional Model/GRR - All NRMS teachers will participate in the implementation of a Common Instructional Framework with emphasis on the Gradual Release of Responsibility Model.

Category: Mathematics

Research Cited: Fisher, D. and N. Frey. Better Learning Through Structured Teaching: A Framework for the Gradual Release of Responsibility. 2nd edition. 2013

Tier: Tier 1

Activity - Embedding Knowledge into Practice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Activity: Direct Instruction/Professional Learning</p> <ul style="list-style-type: none"> - NRMS Administration will provide staff with district expectations, reviewing expected instructional practices and rationale and vision for the 2019/2020 GRR focus areas. - All NRMS certified staff will participate in professional development focused on embedding instructional technology to further support best practices and student achievement using the GRR model. - The district will provide certified staff individual choice professional development opportunities around the critical components of Gradual Release of Responsibility with emphasis on the district focus areas of GRR. - The district will support the professional growth of classroom learning labs and GRR module facilitation team. - Using the district PD calendar, NRMS staff will participate in professional learning around GRR and the topic of student collaboration in order to increase Ownership of Learning in math. 	Professional Learning, Direct Instruction	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Other	Principal, Math Department Head, and Math Teachers

Strategy 2:

CONNECT Intervention Time - All NRMS teachers will utilize Connect Intervention time to help students receive additional support in areas of need. Math and ELA teachers will use NWEA Assessment Results to identify the students' relative strengths and weaknesses to work with individual students who are performing below the national average.

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Category: Mathematics

Research Cited: CCSS assessment, data review, and remediation

Tier: Tier 2

Activity - NWEA MAP Skills- Math Lab Students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will participate in NWEA Map Skills Program as defined by their NWEA RIT Score.	Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2020	\$0	Other	Principal, Counseling Department, and Certified Staff

Activity - Ownership of Learning-Student Goal Setting	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will review their NWEA RIT Scores after each assessment. Students will self-reflect, set their projected RIT goal, and determine personal strategies based on menu options. Students will provide a copy of their goal to their parent/guardian and ELA/Math teacher.	Monitor, Implementation	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Other	Principal, Counseling Department, All Certified Teachers

Strategy 3:

Understanding Operations and Algebraic Thinking - All secondary math teachers will participate in the implementation of CCSS aligned, technology enhanced, and collaborative inquiry math lessons based on the GANS from the results of the 2019 M-Step and NWEA Data.

Category: Mathematics

Research Cited: Assessment and Accountability

Tier: Tier 1

Activity - Getting Ready, Implementation, Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>- Math department leaders will review M-STEP and NWEA data with Math Department Staff. -Results will be reviewed to identify GAN content standards to address by grade level and compare with Curriculum Pacing Guides. -Department leaders will ensure that math collaborative performance tasks are routinely embedded into instruction. -Math teachers will participate in building level curriculum decision making regarding grade level content standard needs as identified by M-STEP, NWEA, and SAT. - Staff will collaborate during their department time to discuss GANS and target CCSS addressing Understanding Operations and Algebraic Thinking. These strands will be monitored using NWEA Assessments in the Fall, Winter, and Spring. -Student achievement data on M-STEP, NWEA, and SAT will be reviewed to determine GAN and overall achievement and determine the success of our focus areas.</p>	<p>Monitor, Implementation, Getting Ready</p>	<p>Tier 1</p>		<p>07/01/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Principal, Department Leaders, Certified Teachers</p>
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Goal 2: All students at North Rockford Middle School will become proficient in READING.

Measurable Objective 1:

75% of All Students will increase student growth as reflected by NWEA in Reading by 06/30/2020 as measured by attainment of NWEA Projected Growth Spring RIT Score. .

Strategy 1:

Reading-All Content Areas - All content area teachers will integrate the district collaborative secondary reading strategy based on a menu of three options in order to increase reading comprehension across all content areas with a focus on informational text.

Category: Other - All Content Areas

Research Cited: Michigan Reading Association

Tier: Tier 1

Activity - Reading Strategies Menu for All Content Teachers	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Getting Ready/Implementation/Monitoring</p> <ul style="list-style-type: none"> - Trends will be identified using Spring 2019 M-Step and NWEA results by grade level and English department members will recommend instructional strategies to target areas of need. (These strategies will also be included on the student goal sheets to increase Ownership in Learning.) - Identified staff members will discuss a menu of strategies and select three that target the focus areas and can be used by all NRMS staff and students. - During a staff meeting, ELA staff will share the menu options of how to incorporate reading strategies within all content strategies. - Students will be taught strategies through the use of direct instruction, both in the classroom and through Schoology. - During the school year, building administrators and ELA staff will share the importance of active reading strategies to students and families through the use of Schoology. - *Math teachers will develop a strategy specific to identifying important information when solving "word problems." - The district team will review implementation fidelity as well as staff input to determine future planning. 	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Other	Teachers, Department Leader, Administration
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Strategy 2:

CONNECT Intervention Time - All NRMS teachers will utilize CONNECT Intervention time to help students receive additional support in areas of need, either individually or in a small group in order to prepare students to meet grade level expectations and to be prepared to meet College and Career Readiness Skills. CONNECT is offered three times a week for 30 minutes. If students are not receiving direct intervention, they are reading or working on their areas of growth as identified by their NWEA RIT Score.

Category: Learning Support Systems

Research Cited: CCSS assessment, data review, and remediation

Tier: Tier 2

Activity - Ownership of Learning-Student Goal Setting	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math and ELA teachers and students will use NWEA RIT Scores to determine areas of growth for every student. Students will analyze their data and choose a growth goal and strategies for improvement. Students will complete a Student Growth Goal Sheet to determine their projected growth goal as well as their own strategies based on menu options. Goal sheets will be shared with parents and reviewed after every assessment.	Monitor, Implementation	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	No Funding Required	Teachers, Department Head, Principal, Parents/Families

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Activity - MAP Skills Navigator- MAP Skills Reading Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff and students will be taught how to use the MAP Skills Program to utilize with their CONNECT students. Students will be able to use this program one or more days a week during the school year, and/or at home because it is a technology-based program. This program is designed to increase their skills based on their individual RIT score.	Academic Support Program	Tier 2	Getting Ready	07/01/2019	06/30/2020	\$0	Other	Principal, BST Team, Counseling Department, Building Leaders, All Certified Staff

Strategy 3:

Reading Lab Intervention Course - A READING Lab Course will be offered for identified students. These students will be identified based on the following: M-STEP, NWEA Assessments, DFI Reports, and Teacher Recommendation. This course will not only help students learn reading strategies, the course will also help students learn more about their identity as learners and how everyone can learn.

Category: Learning Support Systems

Research Cited: Michigan Reading Association, Robert Dietz, Adaptive Schools

Tier: Tier 3

Activity - EVERYONE can learn!	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The READING Lab teacher will meet with an RPS Reading Specialist to identify content and materials needed to help identified students. Students will not only learn reading strategies, they will also be taught more about identity and how they have strengths and can improve their areas of identified growth.	Class Size Reduction	Tier 3	Implement	07/01/2019	06/30/2020	\$2000	Other	Principal, Reading Specialist, ELA Department Leader, Reading Lab Teacher, BST Team Leader, Counseling Department

Goal 3: All students at North Rockford Middle School will become proficient in SCIENCE.

Measurable Objective 1:

A 5% increase of Eighth grade students will demonstrate a proficiency -- in Science by 06/30/2020 as measured by M-STEP Science Test. In addition, we will also measure student growth using the NWEA Science Assessment with a target of 75% student growth..

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Strategy 1:

Inquiry-Based Instruction - All science teachers will strengthen students skills in the areas of; 1.) Analyzing information from data tables and graphs 2.) Communication and defending findings

Category: Science

Research Cited: Next Generation Science Standards and IQWST Research/Curriculum

Tier: Tier 1

Activity - Transition to District Adopted IQWST	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NRMS teachers will continue to transition science instruction following the IQWST curriculum framework and assessment model.	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$1000	Other	Teachers, Department Leader, Administration

Activity - Content Focus	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Focus Areas Include: 1. Incorporate additional graph reading and data analysis into classroom instruction. 2. Refer to CER (Claim, Evidence, and Reasoning) posters during instruction in all classrooms. 3. Students will participate in collaborative and individual performance tasks around inquiry-based science standards and concepts to improve communication and defense of findings.	Materials, Implementation, Direct Instruction	Tier 1	Implement	07/01/2019	06/30/2020	\$500	Other	Teaching Staff, Department Leader, Administration

Activity - Focus on Student Achievement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NRMS students in 6th and 7th grades will participate in NWEA Science Testing during the months of September, January, and May. NRMS students in 8th grade will participate in the 8th Grade State Assessment--MSTEP. Student achievement results for each assessment will be reviewed by the department leader and staff during designated department time throughout the year. Instructional decisions will be made to adjust instructional needs based on data. Results will be shared with students and families to increase the ownership of learning for all students.	Monitor, Parent Involvement	Tier 1	Monitor	07/01/2019	06/30/2020	\$500	Other	Teaching Staff, Department Leader, Administration

Goal 4: All students at North Rockford Middle School will become proficient in SOCIAL STUDIES.

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Measurable Objective 1:

A 5% increase of All Students will demonstrate a proficiency -- in Social Studies by 06/30/2020 as measured by M-STEP..

Strategy 1:

Vocabulary--Social Studies Academic - All teachers in the Social Studies Department will implement instructional components into their lessons that introduce students to academic vocabulary. Staff will determine vocabulary based on the review of M-Step data.

Category: Social Studies

Research Cited: Building Academic Vocabulary Teacher's Manual / Marzano

Tier: Tier 1

Activity - Getting Ready, Implementation, and Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will identify and implement content area key terms by grade level/class based on the review of M-Step data.	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$0	No Funding Required	Social Studies Teachers, Department Leader, and Administration

Strategy 2:

RPS Common Instructional Model/GRR - All RPS teachers will participate in the implementation of a Common Instructional Framework with emphasis on the Gradual Release of Responsibility Model.

Category: Social Studies

Research Cited: Fisher, D. and N. Frey. Better Learning Through Structured Teaching: A Framework for the Gradual Release of Responsibility. 2nd edition. 2013.

Tier: Tier 1

Activity - Embedding Knowledge into Practice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Activity: Direct Instruction/Professional Learning</p> <ul style="list-style-type: none"> - NRMS Administration will provide staff with district expectations, reviewing expected instructional practices and rationale and vision for the 2018/19 GRR focus areas. - All NRMS certified staff will participate in professional development focused on embedding instructional technology to further support best practices and student achievement using the GRR model. Including USA Test Prep Comprehensive Social Studies Formative Assessments. - The district will provide certified staff individual choice professional development opportunities around the critical components of Gradual Release of Responsibility with emphasis on the district focus areas of GRR. - The district will support the professional growth of classroom learning lab and GRR module facilitation team. - Using the district PD calendar, NRMS staff will participate in professional learning around GRR and the topic of student collaboration in order to increase Ownership of Learning in Social Studies 	<p>Implementation, Professional Learning</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Teachers, Department Leader, Principal</p>
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Goal 5: All students at North Rockford Middle School will become proficient in Writing/Language Usage.

Measurable Objective 1:

70% of Sixth, Seventh and Eighth grade students will increase student growth overall in Writing by 06/30/2022 as measured by M-STEP/NWEA Data..

Strategy 1:

Writing- Language Usage: Understand, Edit for Grammar, Usage - All secondary students will construct a written response in the following styles: argumentative, persuasive, informative, and narrative.

Category: English/Language Arts

Research Cited: Jeff Anderson, State of Michigan Assessment Components

Tier: Tier 1

Activity - Getting Ready, Implementation, and Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Activity 1: Getting Ready - English teachers in each building will collaborate to review the alignment of the M-STEP/PSAT writing requirements and available rubrics. - English teachers will identify a consistent scope and sequence by grade level for instructing students about the identified writing styles. - All content area teachers will be made aware of the M-STEP/PSAT requirements and scope and sequence of instruction.</p> <p>Activity 2: Implementation - All content area teachers will emphasize and support the M-STEP writing rubric components when students are required to write in each course.</p> <p>Activity 3: Monitoring - M-STEP/PSAT/NWEA Data Review</p>	<p>Monitor, Implementation, Getting Ready</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Other</p>	<p>Teachers, Department Leaders, Administration</p>
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Goal 6: CULTURE: All students and staff will participate and benefit from a positive school culture by promoting Growth Mindsets and positive relationships during the 2019/2020 school year.

Measurable Objective 1:

increase student growth through obtaining knowledge and skills about Growth Mindset through Self-Awareness, Reflection, and Student Ownership of Learning through achievement and contribution to a positive culture of excellence by 06/30/2020 as measured by grade level GPA, attendance rates, and building and state assessment scores.

Strategy 1:

Staff and Student Activities - NRMS staff will address building culture by structuring activities in which respect, reward, recognition, and reinforcement are used to promote positive student outcomes, including improved attendance, motivation, achievement, and behavior.

Category: School Culture

Research Cited: Research Cited: Jostens Renaissance Programming

Tier: Tier 1

Activity - Implementation, and Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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1. PAWS (Parents Active with Students) Activities 2. Co-Curricular, Student Activities, Clubs, Etc. 3. Renaissance/Student Council Activities: NRMS will provide a student and staff recognition ceremony 2-3 times per year *Wacky Wednesdays *Birthday Celebrations *Spirit Points *Welcome Days *Student Leadership *Etc. ALL STUDENTS WILL HAVE THE OPPORTUNITY TO PARTICIPATE IN CO-CURRICULAR ACTIVITIES	Monitor, Implementation, Parent Involvement	Tier 1		07/01/2019	06/30/2020	\$2000	General Fund	Building Principal, Building Assistant Principal, Department Head, Student Council Adviser, and all NRMS Staff Members.
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Strategy 2:

Capturing Kids' Hearts - All staff will implement Capturing Kids' Hearts components throughout the school.

Category:

Research Cited: Flippen Group

Tier: Tier 1

Activity - Implementation and Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Social Contract Meet and Greet Good Things Affirmations Launch	Monitor	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Other	Staff and Administration

Strategy 3:

Culture Building Committee - Staff will organize a systematic agenda of activities to continue to promote positive culture and school spirit at NRMS.

A building committee will be used to analyze the learning environment and make suggestions for improvements, both in the classrooms and throughout the building.

This will be done in preparation for the renovation that will occur at NRMS during the summer of 2020.

Category: School Culture

Research Cited: Capturing Kids' Hearts, Renaissance, Parent Advisory Committee (PAC), Parents Active With Students (PAWS)

Tier: Tier 1

Activity - Getting Ready, Implementation, and Monitoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Activity #1: Getting Ready</p> <ul style="list-style-type: none"> • Each building will establish or continue committee work with the purpose of auditing current CKH, PBIS, and Renaissance implementation and effectiveness. • CKH and Renaissance data review will include identifying practices that are universal as well as feedback from staff about practices that could further benefit the classrooms and overall building culture. • Middle school PBIS will expand districtwide and a data review will include an audit of current implementation compared to the amount of office referrals from previous years. <p>Activity #2: Implementation</p> <ul style="list-style-type: none"> • Building teams will review the data from the CKH, PBIS, and Renaissance audits and establish action plans to further escalate positive student behavior and overall increased positive culture. Benchmarks of implementation and progress will be established. • Building teams will collaborate to build increased consistency and effectiveness among all buildings. <p>Activity #3: Monitoring/Evaluation</p> <ul style="list-style-type: none"> • Identified benchmarks will be reviewed by building teams throughout the school year and shared with staff at building meetings. • Building teams will collaborate to share building data, practices, and ideas for increased strategy effectiveness. • Staff will be surveyed for implementation, fidelity, and input. 	<p>Monitor, Implementation, Getting Ready</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Other</p>	<p>Staff, Department Leaders, Student Council, PAWS Board, Administration</p>
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Goal 7: OK2SAY Programming and Student Involvement

Measurable Objective 1:

100% of All Students will increase student growth through obtaining knowledge.... in Practical Living by 06/30/2020 as measured by the 2019/2020 NRMS Student OK2SAY Surveys, OK2SAY Ambassadors, OK2SAY Reported Incidents, Discipline Reports, and collaborative feedback from counselors and administrative staff. .

Strategy 1:

Partnership with State of Michigan Attorney General - NRMS Administration will work in collaboration with the Attorney General's office to continue to promote the OK2Say Program at NRMS and throughout the State of Michigan.

Category: Other - Partnerships

Research Cited: State of Michigan Attorney General's, Bill Schuette, Office; Michigan State Police; Kent County Mental Health Association,

Tier: Tier 1

Activity - OK2Say Assembly	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students in grades 6th-8th and staff will attend an OK2Say student assembly put on by the State of Michigan Attorney General's office in September 2019.	Behavioral Support Program, Implementation, Policy and Process	Tier 1		08/01/2019	06/30/2020	\$500	General Fund	Counseling Department and Administrative Staff
Activity - OK2SAY Student Abbassadors	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NRMS will partner with the State of Michigan Attorney General's office to establish a student ambassador program. This program will teach students about the importance of speaking up, being an "up-stander", and how peers can make a difference for others. It is critical that our students get involved and speak up for the safety and security of others.	Behavioral Support Program, Implementation, Policy and Process	Tier 2	Implement	08/01/2019	06/30/2020	\$1000	General Fund	Counseling Department and Administrative Staff RESEARCH: Attorney General's office, Michigan State Police

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Getting Ready, Implementation, and Monitoring	Teachers will identify and implement content area key terms by grade level/class based on the review of M-Step data.	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Social Studies Teachers, Department Leader, and Administration
Ownership of Learning-Student Goal Setting	Math and ELA teachers and students will use NWEA RIT Scores to determine areas of growth for every student. Students will analyze their data and choose a growth goal and strategies for improvement. Students will complete a Student Growth Goal Sheet to determine their projected growth goal as well as their own strategies based on menu options. Goal sheets will be shared with parents and reviewed after every assessment.	Monitor, Implementation	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Teachers, Department Head, Principal, Parents/Families

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Getting Ready, Implementation, Monitoring	<ul style="list-style-type: none"> - Math department leaders will review M-STEP and NWEA data with Math Department Staff. -Results will be reviewed to identify GAN content standards to address by grade level and compare with Curriculum Pacing Guides. -Department leaders will ensure that math collaborative performance tasks are routinely embedded into instruction. -Math teachers will participate in building level curriculum decision making regarding grade level content standard needs as identified by M-STEP, NWEA, and SAT. - Staff will collaborate during their department time to discuss GANS and target CCSS addressing Understanding Operations and Algebraic Thinking. These strands will be monitored using NWEA Assessments in the Fall, Winter, and Spring. -Student achievement data on M-STEP, NWEA, and SAT will be reviewed to determine GAN and overall achievement and determine the success of our focus areas. 	Monitor, Implementation, Getting Ready	Tier 1		07/01/2019	06/30/2020	\$0	Principal, Department Leaders, Certified Teachers
Embedding Knowledge into Practice	<p>Activity: Direct Instruction/Professional Learning</p> <ul style="list-style-type: none"> - NRMS Administration will provide staff with district expectations, reviewing expected instructional practices and rationale and vision for the 2018/19 GRR focus areas. - All NRMS certified staff will participate in professional development focused on embedding instructional technology to further support best practices and student achievement using the GRR model. Including USA Test Prep Comprehensive Social Studies Formative Assessments. - The district will provide certified staff individual choice professional development opportunities around the critical components of Gradual Release of Responsibility with emphasis on the district focus areas of GRR. - The district will support the professional growth of classroom learning lab and GRR module facilitation team. - Using the district PD calendar, NRMS staff will participate in professional learning around GRR and the topic of student collaboration in order to increase Ownership of Learning in Social Studies 	Implementation, Professional Learning	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Teachers, Department Leader, Principal

Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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Focus on Student Achievement	NRMS students in 6th and 7th grades will participate in NWEA Science Testing during the months of September, January, and May. NRMS students in 8th grade will participate in the 8th Grade State Assessment--MSTEP. Student achievement results for each assessment will be reviewed by the department leader and staff during designated department time throughout the year. Instructional decisions will be made to adjust instructional needs based on data. Results will be shared with students and families to increase the ownership of learning for all students.	Monitor, Parent Involvement	Tier 1	Monitor	07/01/2019	06/30/2020	\$500	Teaching Staff, Department Leader, Administration
Getting Ready, Implementation, and Monitoring	<p>Activity 1: Getting Ready</p> <ul style="list-style-type: none"> - English teachers in each building will collaborate to review the alignment of the M-STEP/PSAT writing requirements and available rubrics. - English teachers will identify a consistent scope and sequence by grade level for instructing students about the identified writing styles. - All content area teachers will be made aware of the M-STEP/PSAT requirements and scope and sequence of instruction. <p>Activity 2: Implementation</p> <ul style="list-style-type: none"> - All content area teachers will emphasize and support the M-STEP writing rubric components when students are required to write in each course. <p>Activity 3: Monitoring</p> <ul style="list-style-type: none"> - M-STEP/PSAT/NWEA Data Review 	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Teachers, Department Leaders, Administration
Transition to District Adopted IQWST	NRMS teachers will continue to transition science instruction following the IQWST curriculum framework and assessment model.	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$1000	Teachers, Department Leader, Administration

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Getting Ready, Implementation, and Monitoring	<p>Activity #1: Getting Ready</p> <ul style="list-style-type: none"> • Each building will establish or continue committee work with the purpose of auditing current CKH, PBIS, and Renaissance implementation and effectiveness. • CKH and Renaissance data review will include identifying practices that are universal as well as feedback from staff about practices that could further benefit the classrooms and overall building culture. • Middle school PBIS will expand districtwide and a data review will include an audit of current implementation compared to the amount of office referrals from previous years. <p>Activity #2: Implementation</p> <ul style="list-style-type: none"> • Building teams will review the data from the CKH, PBIS, and Renaissance audits and establish action plans to further escalate positive student behavior and overall increased positive culture. Benchmarks of implementation and progress will be established. • Building teams will collaborate to build increased consistency and effectiveness among all buildings. <p>Activity #3: Monitoring/Evaluation</p> <ul style="list-style-type: none"> • Identified benchmarks will be reviewed by building teams throughout the school year and shared with staff at building meetings. • Building teams will collaborate to share building data, practices, and ideas for increased strategy effectiveness. • Staff will be surveyed for implementation, fidelity, and input. 	Monitor, Implementation, Getting Ready	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Staff, Department Leaders, Student Council, PAWS Board, Administration
NWEA MAP Skills- Math Lab Students	Students will participate in NWEA Map Skills Program as defined by their NWEA RIT Score.	Academic Support Program	Tier 2	Implement	07/01/2019	06/30/2020	\$0	Principal, Counseling Department, and Certified Staff

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<p>Reading Strategies Menu for All Content Teachers</p>	<p>Getting Ready/Implementation/Monitoring</p> <ul style="list-style-type: none"> - Trends will be identified using Spring 2019 M-Step and NWEA results by grade level and English department members will recommend instructional strategies to target areas of need. (These strategies will also be included on the student goal sheets to increase Ownership in Learning.) - Identified staff members will discuss a menu of strategies and select three that target the focus areas and can be used by all NRMS staff and students. - During a staff meeting, ELA staff will share the menu options of how to incorporate reading strategies within all content strategies. - Students will be taught strategies through the use of direct instruction, both in the classroom and through Schoology. - During the school year, building administrators and ELA staff will share the importance of active reading strategies to students and families through the use of Schoology. - *Math teachers will develop a strategy specific to identifying important information when solving "word problems." - The district team will review implementation fidelity as well as staff input to determine future planning. 	<p>Monitor, Implementation, Getting Ready</p>	<p>Tier 1</p>	<p>Implement</p>	<p>07/01/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Teachers, Department Leader, Administration</p>
<p>MAP Skills Navigator- MAP Skills Reading Lab</p>	<p>All staff and students will be taught how to use the MAP Skills Program to utilize with their CONNECT students. Students will be able to use this program one or more days a week during the school year, and/or at home because it is a technology-based program. This program is designed to increase their skills based on their individual RIT score.</p>	<p>Academic Support Program</p>	<p>Tier 2</p>	<p>Getting Ready</p>	<p>07/01/2019</p>	<p>06/30/2020</p>	<p>\$0</p>	<p>Principal, BST Team, Counseling Department, Building Leaders, All Certified Staff</p>

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Embedding Knowledge into Practice	<p>Activity: Direct Instruction/Professional Learning</p> <ul style="list-style-type: none"> - NRMS Administration will provide staff with district expectations, reviewing expected instructional practices and rationale and vision for the 2019/2020 GRR focus areas. - All NRMS certified staff will participate in professional development focused on embedding instructional technology to further support best practices and student achievement using the GRR model. - The district will provide certified staff individual choice professional development opportunities around the critical components of Gradual Release of Responsibility with emphasis on the district focus areas of GRR. - The district will support the professional growth of classroom learning labs and GRR module facilitation team. - Using the district PD calendar, NRMS staff will participate in professional learning around GRR and the topic of student collaboration in order to increase Ownership of Learning in math. 	Professional Learning, Direct Instruction	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Principal, Math Department Head, and Math Teachers
Implementation and Monitoring	<p>Social Contract</p> <p>Meet and Greet</p> <p>Good Things</p> <p>Affirmations</p> <p>Launch</p>	Monitor	Tier 1	Implement	07/01/2019	06/30/2020	\$0	Staff and Administration
EVERYONE can learn!	<p>The READING Lab teacher will meet with an RPS Reading Specialist to identify content and materials needed to help identified students. Students will not only learn reading strategies, they will also be taught more about identity and how they have strengths and can improve their areas of identified growth.</p>	Class Size Reduction	Tier 3	Implement	07/01/2019	06/30/2020	\$2000	Principal, Reading Specialist, ELA Department Leader, Reading Lab Teacher, BST Team Leader, Counseling Department
Content Focus	<p>Focus Areas Include: 1. Incorporate additional graph reading and data analysis into classroom instruction. 2. Refer to CER (Claim, Evidence, and Reasoning) posters during instruction in all classrooms. 3. Students will participate in collaborative and individual performance tasks around inquiry-based science standards and concepts to improve communication and defense of findings.</p>	Materials, Implementation, Direct Instruction	Tier 1	Implement	07/01/2019	06/30/2020	\$500	Teaching Staff, Department Leader, Administration

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Ownership of Learning-Student Goal Setting	All students will review their NWEA RIT Scores after each assessment. Students will self-reflect, set their projected RIT goal, and determine personal strategies based on menu options. Students will provide a copy of their goal to their parent/guardian and ELA/Math teacher.	Monitor, Implementation	Tier 1	Monitor	07/01/2019	06/30/2020	\$0	Principal, Counseling Department, All Certified Teachers
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General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
OK2Say Assembly	Students in grades 6th-8th and staff will attend an OK2Say student assembly put on by the State of Michigan Attorney General's office in September 2019.	Behavioral Support Program, Implementation, Policy and Process	Tier 1		08/01/2019	06/30/2020	\$500	Counseling Department and Administrative Staff
OK2SAY Student Abbassadors	NRMS will partner with the State of Michigan Attorney General's office to establish a student ambassador program. This program will teach students about the importance of speaking up, being an "up-stander", and how peers can make a difference for others. It is critical that our students get involved and speak up for the safety and security of others.	Behavioral Support Program, Implementation, Policy and Process	Tier 2	Implement	08/01/2019	06/30/2020	\$1000	Counseling Department and Administrative Staff RESEARCH: Attorney General's office, Michigan State Police
Implementation, and Monitoring	1. PAWS (Parents Active with Students) Activities 2. Co-Curricular, Student Activities, Clubs, Etc. 3. Renaissance/Student Council Activities: NRMS will provide a student and staff recognition ceremony 2-3 times per year *Wacky Wednesdays *Birthday Celebrations *Spirit Points *Welcome Days *Student Leadership *Etc. ALL STUDENTS WILL HAVE THE OPPORTUNITY TO PARTICIPATE IN CO-CURRICULAR ACTIVITIES	Monitor, Implementation, Parent Involvement	Tier 1		07/01/2019	06/30/2020	\$2000	Building Principal, Building Assistant Principal, Department Head, Student Council Adviser, and all NRMS Staff Members.