



# **District Improvement Plan**

## **Comstock Public Schools**

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## **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.**

School Improvement is an ongoing process in Comstock Public Schools. On a regular basis we evaluate data, set goals, and determine how to meet those goals using Local, State and Federal Resources.

The Director of Curriculum, Instruction, and Assessment works with the building principals and district leadership team to review data, set goals and write a plan to achieve those goals by taking the following steps:

- Read each building's School Improvement Plan
- Review Title I, Title II, and At-Risk budgets from current year
- Conduct a needs assessment
- Communicate anticipated budget allocations for upcoming year
- Discuss any staff/program changes needed based on data
- Create a list of staff needed to accomplish goals
- Determine professional development focus and budget for upcoming year

Building principals gather information from all staff and work with their instructional coach and school improvement chair(s) to organize the information into a plan.

Each building in the district has a School Improvement Team that works with the staff to review data, set goals and write a plan to achieve those goals for the following areas:

- Reading
- Writing
- Math
- Science
- Social Studies
- Social Responsibility

The Director of Curriculum, Instruction, and Assessment works with the business office to submit this application for federal and state funding by doing the following:

- Creating a budget of all staff needed to accomplish goals
- Creating a budget of all professional development needed to accomplish goals
- Creating a budget of all supplies needed to accomplish goals
- Creating a budget for carry-over funds that are given to the district in Dec./Jan.
- Submitting application for approval

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

The Director of Curriculum, Instruction, and Assessment works with the building principals and district leadership team to review data, set goals and write a plan to achieve those goals by taking the following steps:

- Read each building's School Improvement Plan
- Review Title I, Title II, and At-Risk budgets from current year
- Conduct a needs assessment
- Communicate anticipated budget allocations for upcoming year
- Discuss any staff/program changes needed based on data
- Create a list of staff needed to accomplish goals
- Determine professional development focus for upcoming year

School Improvement Programs are evaluated and discussed in the following ways:

- Administrative Meetings (bi-monthly)
- School Improvement Meetings (bi-monthly)
- Staff Meetings (Monthly)
- Department/Grade Level Meetings (Monthly)
- Professional Learning Communities (Weekly)
- Parent Forums/Learning Nights (1-4 times/year)

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

School Improvement Plans are posted on each school's website.

Programs are communicated to staff, students, and parents through the following:

- Newsletters
- Website
- Marquee
- Flyers
- Family Learning Nights
- Parent Teacher Conferences
- Annual Title I Meeting
- School email/phone messaging system
- School Board Meetings and Presentations

School Improvement Programs are evaluated and discussed in the following ways:

- Administrative Meetings (bi-monthly)

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School Improvement Meetings (bi-monthly)

Staff Meetings (Monthly)

Department/Grade Level Meetings (Monthly)

Professional Learning Communities (Weekly)

Parent Forums/Learning Nights (1-4 times/year)



# **2018-19 Comstock District Improvement Plan**

## Overview

### Plan Name

2018-19 Comstock District Improvement Plan

### 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 will be proficient in math.	Objectives: 1 Strategies: 5 Activities: 17	Academic	\$466420
2	All students will be proficient in reading and writing.	Objectives: 1 Strategies: 3 Activities: 25	Academic	\$691858
3	All students will be proficient in science.	Objectives: 1 Strategies: 4 Activities: 21	Academic	\$211652
4	All students will be proficient in social studies.	Objectives: 1 Strategies: 4 Activities: 7	Academic	\$16089
5	All students will be socially responsible.	Objectives: 1 Strategies: 6 Activities: 42	Academic	\$868927

# Goal 1: All students will be proficient in math.

## Measurable Objective 1:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of Common Core State Standards in Mathematics by 06/16/2017 as measured by Formative Assessments, Summative Assessments, NWEA, and State Assessments.

## Strategy 1:

Supplementary Academic Support for Students - We will hire additional staff and provide additional time and resources to help our students be successful.

Category:

Research Cited: Staff, parent, and student survey results show a positive impact of the support we put in place.

NRCP's articles on Paraeducators at <http://www.nrcpara.org/bibliography/research>

Tier:

Activity - Highly Qualified Paraprofessionals providing interventions in elementary and middle school classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paraprofessionals will be assigned to work in elementary and middle school classrooms to provide interventions and consistent academic support. Schools: All Schools	Academic Support Program			09/08/2015	06/12/2019	\$115356	Title I Part A	Principals, Instructional Coaches, and Teachers
Activity - After School Tutoring and Transportation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students. Transportation will be available. Schools: All Schools	Academic Support Program			09/10/2013	06/12/2019	\$12000	Section 31a, General Fund	Principals, Teachers, Paraprofessionals, and the Transportation Department
Activity - ESL Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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ESL Support Professionals will push into the classrooms and/or pull students out of the classrooms to provide support to the students who speak English as a second language. ESL Coordinator/Teacher will support staff and students.  Schools: All Schools	Academic Support Program	Tier 3		09/03/2013	06/15/2018	\$46500	General Fund, Section 31a	Director of Curriculum, Instruction, and Assessment; ESL Coordinator; Principals; Teachers
<b>Activity - Instructional Coach</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.  Schools: Comstock High School, Green Meadow Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Academic Support Program			09/03/2013	06/12/2019	\$230000	Title I Part A, Section 31a	Director of Curriculum, Instruction, and Assessment; Principals
<b>Activity - IXL &amp; Moby Max</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
All students, K-8, will receive an IXL or Moby Max account to use at school, at home, and during the summer. IXL is a comprehensive math and language arts review site with an unlimited number of practice questions in hundreds of skills—all of which are aligned to state standards. Parents are able to see their child's progress and celebrate their achievements. Moby Max helps struggling learners quickly catch up to grade level and close learning gaps in all subjects, for all students.  Schools: Green Meadow Elementary School, Comstock North Elementary School, Green Meadow Elementary School, Northeast Middle School, North Elementary School	Academic Support Program	Tier 1	Implement	01/26/2015	06/12/2019	\$10000	Title I Part A	K-8 Instructional Team, Teachers, and Parents
<b>Activity - Purchase Graphing Calculators and Math Manipulatives</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Purchase Graphing Calculators and Math Manipulatives for at-risk students  Schools: All Schools	Materials			12/01/2016	06/12/2019	\$1000	Section 31a	Curriculum Director and Math Department Heads

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Activity - Highly Qualified Math Instructor SAT PD for staff and students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CHS will hire a Highly Qualified math instructor for \$100/day for 10 days to train our teachers on how to provide SAT prep to our juniors through lesson planning, co-teaching and modeling.  Schools: Comstock High School	Academic Support Program			03/01/2019	04/08/2019	\$1440	Title II Part A	Principal, Math department head
Activity - MIP (Math Improvement Plans for Students)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who score below the 65 percentile on the NWEA in math will be placed on a MIP (Math Improvement Plan). Students will be tested three times a year, and parents will be required to meet with school staff and complete a home math plan each time their student qualifies. Teachers will be compensated to hold additional parent conferences to discuss the academic needs of their students regarding math.  Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Academic Support Program, Parent Involvement			09/04/2018	06/12/2019	\$10000	Title I Part A	Director of Curriculum, Instruction and Assessment, building Principals, Instructional Coaches and Teachers

### Strategy 2:

Professional Development - The district will provide professional development on the topics that have the highest need according to the comprehensive needs assessment and data analysis.

Category:

Research Cited:

<https://www.khanacademy.org/test-prep/sat>

<https://www.engageny.org/>

<http://www.smarterbalanced.org/>

Go MATH!:

<http://www.hmhco.com/~media/sites/home/education/global/pdf/white-papers/mathematics/elementary/go-math/research-based-framework-130124.pdf>

COMMON CORE:

<http://www.corestandards.org/Math>

PD, CC, OB 360:

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<http://www.schoolimprovement.com/research/independent-research/>

Tier:

Activity - 6th-8th Math Consulting, Coaching and Modeling	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A math consultant from KRESA will provide 10 days of support to the math teachers at Northeast Middle School and 5 days at the STEM Academy.  Schools: Northeast Middle School, STEM Academy	Professional Learning			09/05/2017	06/12/2019	\$14720	Title II Part A	Director of Curriculum, Instruction, and Assessment; Principals

Activity - eduClimber & Illuminate development and data analysis	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff will utilize this on-line program for individual professional development needs and to collaborate. Instructional Coaches and Principals will use this tool to provide feedback regarding instruction and student engagement to teachers and paraprofessionals. Teachers will use this tool to conduct peer observations. All staff will utilize Pivot to analyze student data.  Schools: All Schools	Academic Support Program, Professional Learning, Behavioral Support Program			07/01/2017	06/12/2019	\$10000	Title II Part A	All Staff

Activity - SAT & PSAT Prep	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CHS & Compass staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class. Each semester, teachers will assign weekly SAT vocabulary, usage and mechanics prompts, and essay writing that is assessed with the 6 Traits of Writing Rubric. Kahn Academy will create an online plan for each student that is individualized to their results. Students will follow the Khan Academy plans to help them prepare for the Spring Assessment the state requires each Spring. 8th grade teachers at NEMS and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.  Schools: Comstock High School, Northeast Middle School, STEM Academy, Comstock Compass High School	Professional Learning, Direct Instruction	Tier 1		09/08/2015	06/30/2018	\$3000	Title II Part A	High School Principal and School Improvement Team

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Activity - MCTM	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Michigan Council of Teachers of Mathematics provides public voice and leadership to support and advance high quality teaching and learning of mathematics.  Schools: STEM Academy, Comstock Compass High School	Professional Learning			07/26/2016	06/12/2019	\$3099	Title II Part A	Six STEM teachers (K-8) One Compass teacher (9-12)
Activity - Big Ideas Training and Pilot	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math Department will be trained to use the Big Ideas Algebra I, II and Geometry program at Compass. NEMS will pilot Big Ideas for grades 6-8.  Schools: Comstock High School, Northeast Middle School, STEM Academy, Comstock Compass High School	Academic Support Program, Professional Learning, Curriculum Development, Direct Instruction			09/04/2018	06/12/2019	\$2500	General Fund	Curriculum Director, Principal and Math Department Head
Activity - Additional Parent-Teacher Conferences for Math	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be paid to meet with parents who have students who are below grade level in math. Students will be put on a MIP (Math Improvement Plan) and parents will be provided with an at-home math plan and activities to support their student.  Schools: All Schools	Parent Involvement			09/04/2018	06/12/2019	\$5000	Section 31a	Director of Curriculum, Principals, Instructional Coaches and Teachers

### Strategy 3:

PLC's & Peer Observations - Staff will meet on a regular basis to analyze assessment data and plan instruction that fits the needs of all students.

Staff will complete peer observations to increase their effectiveness.

Category: Learning Support Systems

Research Cited: <http://www.centerforcsri.org/plc/program.html>

[http://www.educationworld.com/a\\_admin/admin/admin297.shtml](http://www.educationworld.com/a_admin/admin/admin297.shtml)

Tier:



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Activity - Substitutes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will hire substitutes for teachers to attend PLC's as needed. We will hire substitutes for teachers to complete peer observations.  Schools: Comstock High School, Northeast Middle School, STEM Academy	Professional Learning			09/12/2016	06/12/2019	\$1202	Title II Part A, Title II Part A, Title II Part A	Principals and Teachers

### Strategy 4:

Go Math! - All students in grades K-6 will have a new math curriculum that is aligned to common core state standards.

Category:

Research Cited: <http://www.hmhco.com/~media/sites/home/education/global/pdf/white-papers/mathematics/elementary/go-math/research-based-framework-130124.pdf>

Tier:

Activity - Online Math Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will take all math assessments online to prepare them for the upcoming state assessments. This will also allow staff to compile and analyze data efficiently. In addition, parents and students will have immediate access to assessment results.  Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Technology			09/03/2013	06/12/2019	\$0	General Fund	All staff

### Strategy 5:

Curriculum Development - Staff will work on the curriculum to make required updates and enhance the learning experience for students.

Curriculum work will include the following:

CHS: Precalculus

NEMS: Big Ideas Pilot

STEM: Grade Book Alignment to CCSS, and Illuminate CCSS Alignment

Category: Mathematics

Research Cited: <http://www.ascd.org/publications/books/102271/chapters/A-Guaranteed-and-Viable-Curriculum.aspx>

<http://legisweb.state.wy.us/InterimCommittee/2012/Z02MarzanoLevels.pdf>

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Tier:

Activity - Math Curriculum Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will work on the curriculum to make required updates and enhance the learning experience for students. Curriculum work will include the following: CHS: Precalculus NEMS: Big Ideas Pilot STEM: Grade Book Alignment to CCSS, and Illuminate CCSS Alignment  Schools: Comstock High School, Northeast Middle School, STEM Academy	Curriculum Development			06/29/2015	09/29/2017	\$603	General Fund	Curriculum Director and Math Department Heads

## Goal 2: All students will be proficient in reading and writing.

### Measurable Objective 1:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of Common Core State Standards in English Language Arts by 06/09/2017 as measured by Formative Assessments, Summative Assessments, DIBELS, STAR Reading, AIMSweb, NWEA, and State Assessments.

### Strategy 1:

Supplementary Academic Support for Students - We will hire additional staff and provide additional time to help our students be successful.

Category:

Research Cited: <http://www.sesiq2.wceruw.org/>

Tier:

Activity - ESL Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Support Paraprofessionals will push into the classrooms or pull students out of the classrooms to provide support to the students who speak English as a second language. Staff, students, and families will be supported by the ESL Coordinator and ESL Director.  Schools: All Schools	Academic Support Program	Tier 3		09/03/2013	06/12/2019	\$81500	Section 31a, General Fund	Director of Curriculum, Instruction, and Assessment; ESL Coordinator

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Activity - After School Tutoring and Transportation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Paraprofessionals will stay after school two days a week to provide support to struggling students.  Schools: All Schools	Academic Support Program			09/10/2013	06/12/2019	\$12000	Section 31a, General Fund	Principals, Teachers, Paraprofessionals, and the Transportation Department
Activity - Instructional Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.  Schools: Comstock High School, Green Meadow Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Academic Support Program			09/03/2013	06/12/2019	\$150000	Title I Part A	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
Activity - Title I Reading Highly Qualified Teacher	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Title I Reading Teachers will provide supplementary instruction to students who are reading below grade level.  Schools: Green Meadow Elementary School, Northeast Middle School	Academic Support Program	Tier 3		09/04/2018	06/12/2019	\$125000	Title I Part A	Title I Director, Principal and Teachers
Activity - Highly Qualified Paraprofessionals	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Paraprofessionals will provide consistent academic support in grades K-5.  Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School	Academic Support Program			09/03/2013	06/12/2019	\$115356	Title I Part A	Principals, Instructional Coaches, and Teachers
Activity - Advisory Class	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will have an advisory period each day where they will make personal connections with students and instruct them on test-taking strategies, and utilize the SRA Laboratories to increase reading levels.  Schools: Northeast Middle School	Direct Instruction			09/03/2013	06/30/2018	\$0	No Funding Required	Principal, Instructional Coach and Teachers
<b>Activity - IXL &amp; Moby Max</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
All students will receive an IXL and/or Moby Max account for grades K-8. (Please read the description and funding detail under math.)  Schools: Comstock North Elementary School, Green Meadow Elementary School, Northeast Middle School, STEM Academy	Academic Support Program	Tier 1		01/26/2015	06/12/2019	\$0	No Funding Required	All staff
<b>Activity - Provide books to students and parents</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
We will provide books to K-8 students and parents to help students achieve their home reading plans.  Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Materials			12/01/2016	06/12/2019	\$18000	Section 31a, Title I Part A	Director of Curriculum, Principals and Instructional Coaches
<b>Activity - IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Pay teachers to meet with parents of the K-5 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans.  Schools: Green Meadow Elementary School, North Elementary School, STEM Academy	Parent Involvement			02/01/2017	06/12/2019	\$7000	Section 31a, Title I Part A	Director of Curriculum, Principals and Staff
<b>Activity - Mentorships</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
At-Risk Students will be provided mentors for reading and social support through United Way, CAST, Kids Hope, the community and employees of the district.  Schools: All Schools	Academic Support Program, Behavioral Support Program			12/06/2014	06/12/2019	\$1000	Section 31a	Administrators, Instructional Coaches

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Activity - Library Books	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Purchase more books for our classroom libraries to align our buildings to the Essential Literacy Practice Standards.  Schools: All Schools	Academic Support Program			09/15/2017	06/28/2019	\$20000	Title I Part A	Director of Curriculum, Principals and Instructional Coaches

### Strategy 2:

Professional Development - The district will provide professional development on the topics that have the highest need according to the comprehensive needs assessment and data analysis.

Category:

Research Cited: 5 Big Ideas of Reading Inside the Literacy Bock:

<http://www.google.com/search?q=5+basics+of+teaching+reading+research&ie=utf-8&oe=utf-8&aq=t&rls=org.mozilla:en-US:official&client=firefox-a>

ACT Prep:

[http://www.act.org/research/policymakers/pdf/best\\_testprep.pdf](http://www.act.org/research/policymakers/pdf/best_testprep.pdf)

PD, Common Core, and Observation 360 Research:

<http://www.schoolimprovement.com/pd360/research/422-Title-1-Schools/>

Common Core State Standards Research for ELA:

[http://www.corestandards.org/assets/Appendix\\_A.pdf](http://www.corestandards.org/assets/Appendix_A.pdf)

Tier:

Activity - SAT Prep	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CHS staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class.  Schools: Comstock High School	Academic Support Program	Tier 1		08/27/2013	06/12/2019	\$0	No Funding Required	High School Principal and School Improvement Team

Activity - Pivot Online Professional Development, Observation Feedback and Student Data	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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All staff will utilize this on-line program for individual professional development needs and to collaborate. Instructional Coaches and Principals will use this tool to provide feedback regarding instruction to teachers and paraprofessionals. Teachers will use this tool to conduct peer observations.  Schools: All Schools	Professional Learning			07/01/2013	06/12/2019	\$4197	Title II Part A	All Staff
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Activity - Wonders Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New K-5 Teachers will receive training on the new Wonders Reading Series.  Schools: Green Meadow Elementary School, North Elementary School, STEM Academy	Professional Learning			06/14/2016	06/12/2019	\$4000	General Fund	Director of Curriculum, Instruction, and Assessment; Principals; and Teachers

Activity - SIOP Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ELL Paraprofessionals will go through a SIOP training which teaches staff to build sustainable capacity and close the achievement gap for struggling students, especially English learners.  Schools: All Schools	Professional Learning		Implement	07/17/2014	06/19/2019	\$790	Title II Part A	Director of Curriculum, Instruction, and Assessment, ELL Coordinator, and ELL Paraprofessionals

Activity - REWARDS Intervention Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified staff members will attend professional development for REWARDS intervention as needed.  Schools: Northeast Middle School	Professional Learning			12/03/2014	12/03/2014	\$190	Title II Part A	Identified Staff

Activity - MCTE Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Compass ELA teacher will attend the MCTE Conference at MSU.  Schools: Comstock Compass High School	Professional Learning			09/05/2018	06/12/2019	\$1019	Title II Part A	ELA Department at Compass
<b>Activity - Substitutes</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will be able to request a substitute teacher in order to provide them with an opportunity to attend professional development, conduct Basic 5 observations, and Peer observations. Subs will also be hired to cover for teachers for professional learning communities.  Schools: All Schools	Teacher Collaboration			09/02/2014	06/12/2019	\$118682	Title II Part A, Section 31a	Teachers
<b>Activity - MRA Conference</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Compass High School will send two ELA teachers to the Michigan Reading Association Conference to learn alternative ways to deliver best practice instruction. STEM Academy will send one teacher to the Summer Literature Conference in Bellaire, MI.  Schools: STEM Academy, Comstock Compass High School	Professional Learning			03/18/2016	06/12/2019	\$2184	Title II Part A, Title I Part A	Compass High School Principal and ELA Teachers
<b>Activity - MSTEP Preparation</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will learn how to incorporate strategies into their everyday instruction to prepare students for the MSTEP.  Schools: All Schools	Professional Learning			02/02/2016	06/12/2019	\$1144	Title II Part A	Principal, Teachers
<b>Activity - DIBELS Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Instructional Coaches and New Teachers will be trained on reading the results of this assessment and how to progress monitor students until they are benchmark readers. They will also learn about interventions that can be used to increase students reading fluency and comprehension  Schools: Green Meadow Elementary School, Comstock North Elementary School, Green Meadow Elementary School, STEM Academy	Professional Learning			09/16/2015	06/12/2019	\$544	Title II Part A	Principals, Instructional Coach, and Teachers

## District Improvement Plan

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Activity - NWEA Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>New teachers will be trained on how to use the Des Cartes reports to provide instruction to students at their individual level according to the NWEA results.</p> <p>Schools: Comstock North Elementary School, Green Meadow Elementary School, Northeast Middle School, STEM Academy</p>	Professional Learning			10/05/2015	06/12/2019	\$144	Title II Part A	Principal, Teachers
Activity - Illuminate & eduClimber	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Illuminate and eduClimber will be used to analyze data from assessments and create intervention groups based on standards.</p> <p>Schools: All Schools</p>	Academic Support Program, Professional Learning, Technology, Behavioral Support Program		Implement	07/01/2017	06/30/2018	\$15000	Title II Part A	Administrators, Instructional Coaches and Teachers
Activity - Essential Literacy Practices Audit, Training and Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The Director of Curriculum will work with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings. A rubric based on Essential #3 of the Literacy Practices will be used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation.</p> <p>Schools: All Schools</p>	Academic Support Program, Professional Learning, Supplemental Materials, Curriculum Development			07/02/2018	06/12/2019	\$12500	Section 31a, Title II Part A	Director of Curriculum and the Literacy Action Network Team (Jill Ansel, Susan Caswell, Chris Chopp, Colleen Grueter)

### Strategy 3:

Curriculum Development - Staff will update curriculum to meet requirements and to increase student engagement.

Category:

Research Cited: <http://www.marzanoresearch.com/hrs/high-reliability-schools>

<http://www.ascd.org/publications/books/108005/chapters/Developing-Curriculum-Leadership-and-Design.aspx>

Tier:



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Activity - ELA Curriculum Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will align assessments with standards, update curriculum maps and writing rubrics, and update report cards.  Schools: All Schools	Curriculum Development			07/01/2017	06/30/2018	\$1608	General Fund	Administrators and Department Heads

### Goal 3: All students will be proficient in science.

#### Measurable Objective 1:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of Michigan's Grade Level Standards and Next Generation Standards in Science by 06/09/2017 as measured by Formative and Summative Assessments and State Assessments.

#### Strategy 1:

Supplementary Academic Support for Students - We will hire additional staff and provide additional time and resources to help our students be successful.

Category:

Research Cited: <http://www2.ed.gov/rschstat/eval/choice/nclb-choice-ses-final/index.html>

Tier:

Activity - After School Tutoring and Transportation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students.  Schools: All Schools	Academic Support Program			09/10/2013	06/12/2019	\$20000	General Fund	Principals, Teachers, Paraprofessionals, and the Transportation Department

#### Strategy 2:

STEM Academy - Comstock Public Schools will add seventh and eighth grade to the STEM Academy, a school focused on science, technology, engineering and mathematics. This program provides students who are at or above grade level with an accelerated learning environment. The STEM Academy schedule will provide students with a well-rounded education that includes a daily STEM block.

Category:

Research Cited: The National Center for STEM Elementary Education:

<http://stem.stkate.edu/basics/research.php>

**District Improvement Plan**

Comstock Public Schools

US News and World Report:

<http://www.usnews.com/news/articles/2011/08/29/stem-education--its-elementary>

Tier:

Activity - Instructional Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will hire an Instructional Coach to support student achievement levels through focused training of teachers in integrating STEM into the core academic curriculum. The Instructional Coach will also assist with organization and administration of assessments, analyzing data, and running professional learning communities. The instructional coach will help teachers develop programming for students who need intervention and acceleration.  Schools: STEM Academy	Professional Learning		Getting Ready	09/04/2018	06/12/2019	\$50000	Section 31a	Director of STEM Academy and Director of Curriculum, Instruction, and Assessment
Activity - Science Olympiad	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will have the opportunity to join Science Olympiad and compete in competitions.  Schools: All Schools	Extra Curricular			09/08/2015	06/30/2018	\$9000	Section 31a	Director of the STEM Academy, Principal and NEMS, Principal of CHS, and Science Olympiad Coordinator and Coaches
Activity - Bio Pharmaceutical Technology Center Institute	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A science teacher at the STEM Academy will attend Biotechnology: The Basics for Middle School Teachers. This course is designed to introduce middle school teachers to the fundamentals of biotechnology. The course will begin with a review of DNA structure and function. From there we will explore how different tools are used to investigate and analyze DNA.  Schools: STEM Academy	Professional Learning			07/03/2018	07/27/2018	\$735	Title II Part A	Science Teacher at STEM

**District Improvement Plan**

Comstock Public Schools

**Strategy 3:**

Professional Development/Curriculum Development - The district will provide professional development on the topics that have the highest need according to the comprehensive needs assessment and data analysis. The district will work with staff to update and develop the curriculum.

Category:

Research Cited: Next Generation Science Standards:

<http://www.nextgenscience.org/>

Integrated STEM:

[http://www.rondout.k12.ny.us/UserFiles/Servers/Server\\_719363/File/12-13/STEM/STEM-White-Paper%20101207%20final%5B1%5D.pdf](http://www.rondout.k12.ny.us/UserFiles/Servers/Server_719363/File/12-13/STEM/STEM-White-Paper%20101207%20final%5B1%5D.pdf)

Tier:

Activity - MSTA Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Secondary Science Teachers will attend MSTA to learn about how to teach the Next Generation Science Standards.  Schools: Comstock High School, Northeast Middle School, STEM Academy	Professional Learning			03/24/2017	06/30/2018	\$842	Title II Part A	Science Teachers and Administration
Activity - MACUL	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.  Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Professional Learning			03/15/2017	06/12/2019	\$4900	Title II Part A, Title II Part A	Principals and Teachers
Activity - Technology Integration PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will utilize NewMind and local technology staff to train staff on technology integration.  Schools: All Schools	Professional Learning			08/27/2013	06/30/2017	\$10000	Title II Part A, General Fund	Technology Staff and Administrators
Activity - NSTA STEM Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Comstock Public Schools

Staff from each building in the district will attend the National STEM conference to enhance the integration of science, math, technology and engineering in the curriculum.  Schools: All Schools	Professional Learning		Implement	03/12/2015	03/14/2015	\$10000	Title II Part A	District Representatives (teachers and administrators)
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Activity - AP Biology	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The AP Biology teacher will attend training to learn best practice for teaching the AP Biology content, collaborate with other AP teachers, and receive updates. Inquiry-based labs allow students to engage in science practices that require them to think and act like scientists. In this workshop, you will focus on understanding inquiry and its place in the classroom. You will analyze how traditional labs differ from inquiry-based labs and learn strategies for modifying traditional, "cookbook" labs to make them inquiry-based. In addition, you will have an opportunity to plan how you will transition your curriculum to focus on inquiry. After this workshop, you will be able to confidently create and implement inquiry-based labs.  Schools: Comstock High School	Professional Learning		Implement	10/28/2014	09/05/2018	\$834	Title II Part A	AP Biology Teacher

Activity - MDOT	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science Staff will attend professional development put on by the Michigan Department of Transportation to learn how to teach TRAC modules. This will enhance their ability to incorporate engineering into their STEM curriculum.  Schools: Northeast Middle School, STEM Academy	Professional Learning		Getting Ready	08/07/2014	08/08/2014	\$0	No Funding Required	Administrators and Science Teachers

Activity - BCCE Chemical Education	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Science teacher will attend this conference to increase her knowledge about chemical education.  Schools: Comstock High School	Professional Learning		Implement	08/03/2014	08/07/2014	\$800	Title II Part A	Charlene Dailey

Activity - South Western Science Instructors of Michigan Meeting	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Comstock Public Schools

Science teachers will attend this meeting to collaborate with other science professionals.  Schools: Comstock High School	Professional Learning		Implement	11/03/2014	11/03/2014	\$200	Title II Part A	CHS Science staff
Activity - Science/Social Studies Text Structures and Features	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional Coaches will continue to work with staff on explicitly teaching non-fiction text structures and writing to text.  Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School	Professional Learning		Implement	08/20/2014	06/10/2016	\$500	No Funding Required, Title II Part A	Instructional Coaches
Activity - Project Lead the Way	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
NEMS Computers teacher will attend training on STEM Units provided by Project Lead the Way. (Design and Modeling)  Schools: Northeast Middle School	Professional Learning			07/18/2018	07/20/2018	\$0	No Funding Required	NEMS Principal, Director of Curriculum, and Computer Teacher
Activity - TCI	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
K-5 Classrooms at North and Green Meadow will implement the TCI Science series that is aligned to the Next Generation Science Standards. Staff will receive Professional Development on the implementation of the new program. Report Cards will be updated to reflect mastery of the standards, and schedules will be created to ensure all science standards are taught at each grade level.  Schools: Green Meadow Elementary School, Comstock North Elementary School, Green Meadow Elementary School, Northeast Middle School, North Elementary School	Professional Learning, Curriculum Development			06/23/2015	06/10/2016	\$83000	General Fund	Administrators and Teaching Staff
Activity - Google and Gmail Integration and Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will be trained to use Google Classroom, Gmail and Google Docs.  Schools: All Schools	Professional Learning			06/30/2017	06/30/2018	\$2000	Title II Part A	All staff

## District Improvement Plan

Comstock Public Schools

Activity - NGSX Training and Coaching from KRESA	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>New staff will be trained in the Next Generation Science Standards. A science specialist from KRESA will be hired to work with the teachers at CHS on the implementation of the new standards.</p> <p>Schools: Comstock High School</p>	Professional Learning			08/14/2018	06/12/2019	\$9000	Title II Part A	Director of Curriculum, CHS Principal, Instructional Coach and Science Department
Activity - KBS Biostation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The KBS K-12 Partnership provides teachers in-depth exposure to research topics in environmental science and training to teach inquiry-based science at the elementary and secondary levels. The Partnership is a joint effort among KBS scientists, MSU College of Education faculty, science teachers and administrators in southwest Michigan school districts. Since 1999 the Partnership has been supported by multiple grants and is sustained by the KBS Long-term Ecological Research Program (the National Science Foundation's Long-term Ecological Research Program) under the direction of Dr. Phil Robertson and Dr. Steve Hamilton.</p> <p>Schools: All Schools</p>	Professional Learning			07/02/2018	06/28/2019	\$30	Title II Part A	Science Teachers at STEM
Activity - Project Based Learning--Buck Institute Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

**District Improvement Plan**

Comstock Public Schools

<p>PBL 101 is Buck Institute of Education’s (BIE) foundational three-day onsite workshop. Based on BIE’s model of Gold Standard PBL, the workshop provides participants with the skills and knowledge needed to design, assess and manage a rigorous, relevant, and standards-based project. The workshop models the project process. Facilitated by one of BIE’s expert National Faculty, the workshop is a balanced blend of direct instruction, video analysis, hands-on work, resource sharing, and peer collaboration and feedback. Participants are actively engaged in project design, with the expectation that every teacher or teaching team will generate a project plan that receives formative feedback from both participants and BIE National Faculty.</p> <p>All participants receive a free copy of BIE’s highly regarded PBL 101 Workbook, which is exclusively for PBL 101 participants and not sold separately.</p> <p>Learner Outcomes</p> <ol style="list-style-type: none"> <li>1. Develop a student directed project-based unit designed around your own curriculum</li> <li>2. Receive support from Kalamazoo RESA consultants throughout the school year</li> <li>3. Peer collaboration</li> </ol> <p>Schools: All Schools</p>	<p>Professional Learning, Curriculum Development</p>			<p>07/03/2018</p>	<p>06/12/2019</p>	<p>\$2400</p>	<p>Title II Part A</p>	<p>Director of Curriculum, Principals and Teachers</p>
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Activity - KRESA Writing Three-Dimensional Science Assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Participants in this series will examine assessment items that are Michigan Science Standards aligned. They will learn how to write assessments that are aligned with the 3-Dimensional vision of the Michigan Science Standards.</p> <p>Learner Outcomes</p> <ol style="list-style-type: none"> <li>1. Create a variety of formative and summative assessment to measure student learning and growth.</li> </ol> <p>Schools: Northeast Middle School</p>	<p>Professional Learning</p>			<p>12/05/2018</p>	<p>12/06/2018</p>	<p>\$1411</p>	<p>Title II Part A</p>	<p>NEMS Principal, NEMS Science Department Head</p>

**Strategy 4:**

Curriculum Development - Staff will update curriculum to meet requirements and increase student engagement.

Category:

Research Cited: <http://www.ascd.org/publications/books/108005/chapters/Developing-Curriculum-Leadership-and-Design.aspx>

## District Improvement Plan

Comstock Public Schools

<http://www.ascd.org/publications/books/102271/chapters/A-Guaranteed-and-Viable-Curriculum.aspx>

<http://www.teachci.com/science/interactive-science-textbooks-and-curriculum/understanding-ngss.html>

<http://www.activatelearning.com/iqwst/>

Tier:

Activity - Curriculum Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will update the science curriculum with a focus on the integration of STEM and Next Generation Science Standards.  Schools: All Schools	Curriculum Development			06/15/2015	07/21/2018	\$6000	General Fund	Administrators and Teachers

## Goal 4: All students will be proficient in social studies.

### Measurable Objective 1:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency of Common Core State Standards and Michigan Grade Level Expectations in Social Studies by 06/09/2017 as measured by Formative and Summative Assessments and State Assessments.

### Strategy 1:

Professional Development - The district will provide professional development on the topics that have the highest need according to the comprehensive needs assessment and data analysis.

Category:

Research Cited: PD and Observation 360:

<http://www.schoolimprovement.com/research/independent-research/>

Tier:

Activity - Science/Social Studies Text Structures and Features PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Comstock Public Schools

For New Staff: Instructional Coaches will prepare and present professional development on science and social studies text structures using the resource, Common Core: Writing to Texts.  Schools: Green Meadow Elementary School, North Elementary School	Professional Learning				09/02/2014	06/12/2019	\$0	Other	Administrators and Instructional Coaches
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Activity - AP US History and Government Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
AP US History and Government teachers will attend a conference to increase knowledge in AP curriculum and instruction.  Schools: Comstock High School	Professional Learning			10/28/2016	06/12/2019	\$1016	Title II Part A	AP US History and Government Teacher

Activity - Michigan Council on Social Studies & Economics Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will attend the MCSS conference to gain new ideas to improve instruction in social studies, learn about new resources, and network with colleagues by sharing lessons.  Schools: Comstock High School, Northeast Middle School	Professional Learning			04/28/2017	06/12/2019	\$1573	Title II Part A	NEMS Social Studies Teacher

### Strategy 2:

Incorporate Social Studies into other Core Content Areas - \*Match writing prompts to social studies content at each grade level

\*Utilize Read to Achieve textbook for grades 6 & 7, which incorporates social studies into reading instruction

Category:

Research Cited: Read to Achieve:

<https://www.mheonline.com/program/view/1/1/139/0076234789/>

Writing Across Content Areas:

<http://www.ascd.org/publications/educational-leadership/nov02/vol60/num03/Reading,-Writing,-and-Understanding.aspx>

<http://www.ncte.org/library/nctefiles/resources/journals/cc/0203-mar2011/cc0203policy.pdf>

Tier:

Activity - Incorporate Social Studies into Core areas of Language Arts and Science	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Comstock Public Schools

Teachers will explicitly teach reading and writing using materials that have social studies content, such as Wonders Reading Series(K-3), Scholastic Magazine, Read to Achieve, SRA, and the new HMD Literature series for grades 7-11.	Direct Instruction			09/03/2013	06/12/2019	\$0	No Funding Required	Principals and Instructional Staff
Schools: All Schools								

### Strategy 3:

Purchase TCI for 3-5 & C3 Aligned books for all K-5 Classrooms - Teachers will teach the new C3 social studies curriculum that integrates common core state standards and encourages student engagement through interactive activities.

Category: Social Studies

Research Cited: <http://www.teachtci.com/social-studies-teaching-strategies.html>

Tier: Tier 1

Activity - K-5 C3 Social Studies Curriculum Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Social Studies Teachers will update curriculum maps and assessments. Schools: Comstock High School	Professional Learning, Curriculum Development		Getting Ready	07/03/2018	09/03/2018	\$500	General Fund	Social Studies Department

Activity - Project Based Learning K-5 Social Studies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All K-5 Classrooms will be required to complete two Project Based Learning Lessons during the school year to teach the C3 Standard of Public Discourse, Decision Making, and Citizen Involvement (P3, P4). It will also be required that the ELA CCSS of Speaking and Listening and Presentation of Knowledge will be taught and assessed as part of the culmination of the projects. Students will have the following options for presentation: <input type="checkbox"/> Google Slide Presentation <input type="checkbox"/> Letter to Relevant Audience <input type="checkbox"/> Play or Skit <input type="checkbox"/> Artistic Representation/Model <input type="checkbox"/> Brochure/Postcard Schools: Comstock North Elementary School, Green Meadow Elementary School, STEM Academy	Professional Learning, Curriculum Development, Direct Instruction			07/10/2018	06/12/2019	\$8000	Title II Part A	Director of Curriculum, Principals, Instructional Coaches, and Teachers

## District Improvement Plan

Comstock Public Schools

### Strategy 4:

Curriculum Development - Staff will update curriculum to meet requirements and increase student engagement.

Category:

Research Cited: <http://www.ascd.org/publications/books/102271/chapters/A-Guaranteed-and-Viable-Curriculum.aspx>

Tier:

Activity - Social Studies Curriculum Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will update assessments and report cards to align with the new curriculum materials Schools: All Schools	Curriculum Development			07/18/2016	06/30/2018	\$5000	General Fund	Administrators and Department Heads

## Goal 5: All students will be socially responsible.

### Measurable Objective 1:

100% of Pre-K, Kindergarten, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Postsecondary, Adult and Ungraded grade Black or African-American, Asian, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a behavior of social responsibility and be equipped with 21st Century skills needed to be College and Career Ready in Career & Technical by 06/30/2017 as measured by Behavior and Attendance Records, and Academic Growth on the State Assessments and NWEA.

### Strategy 1:

District Goal Setting - All Staff will set SMART (specific, measurable, achievable, realistic, and timely) Goals based on the following:

- \*The Goals set by the Board of Education
- \*Academic, Behavior, and Attendance Data
- \*District Improvement Plan
- \*Building Improvement Plan
- \*Individual Instructional/Performance Data

Category:

Research Cited: [http://files.solution-tree.com/pdfs/Reproducibles\\_LBD2nd/whydoweneedsmartgoals.pdf](http://files.solution-tree.com/pdfs/Reproducibles_LBD2nd/whydoweneedsmartgoals.pdf)

Tier:

Activity - Merit Pay	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Comstock Public Schools

Teachers will receive Merit Pay according to the Merit Pay Policy that is approved by the Comstock Board of Education  Schools: All Schools	Recruitment and Retention			09/08/2015	06/12/2019	\$50000	General Fund	Administrators and Instructional Staff
<b>Activity - Strategic Planning</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
2015-16: The Board of Education, Administrative Team, Instructional Staff, and Community Stakeholders collaborated to develop a strategic plan for the district. Implement the tasks of the strategic plan and share accomplishments and progress with stakeholders  Schools: All Schools	Policy and Process			07/11/2016	06/28/2019	\$0	No Funding Required	Administrators and Board of Education
<b>Activity - K-12 District Behavior Team</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The K-12 District Behavior Team will meet quarterly to review behavior data and improve the consistency of the data collection by setting goals and using research-based interventions to address behavior.  Schools: All Schools	Professional Learning, Behavioral Support Program			09/14/2015	06/12/2019	\$600	General Fund	Director of Curriculum, Instruction and Assessment, Principals, and Behavior Staff
<b>Activity - District Instructional Technology Team</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The team will develop an Instructional Technology Plan that defines our current instructional technology and work with staff to achieve effective technology integration in all curricular areas.  Schools: All Schools	Academic Support Program, Curriculum Development, Technology			01/04/2016	06/12/2019	\$500	General Fund	Director of Technology, Director of Curriculum, Instruction and Assessment, Building Representatives
<b>Activity - Title I Director and Required Staff</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## District Improvement Plan

Comstock Public Schools

Title I Director will oversee all Title I, II and at-risk programs inside the district, and with our non-public entities. The District will also assign a Foster Care Liaison in order to be in compliance with the new law.  Schools: All Schools	Policy and Process			07/01/2017	06/12/2019	\$10000	Title I Part A	Jill Ansel and Jay Birchmeier
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Activity - District K-12 Instructional Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The District Instructional Team will meet monthly to determine how to consistently address current and upcoming needs with curriculum, instruction and assessment.  Schools: All Schools	Academic Support Program, Curriculum Development, Policy and Process			09/09/2014	06/28/2019	\$500	General Fund	Director of Curriculum, Instruction and Assessment

### Strategy 2:

Professional Development - The district will provide professional development on the topics that have the highest need according to the comprehensive needs assessment and data analysis.

Category:

Research Cited: <http://accessofwestmichigan.org/initiatives/poverty-education-initiative/poverty-simulation-workshop/>  
<http://www.jlcbrain.com/>

Student Engagement:

<http://www.safeandcivilschools.com/research/references/positive-approach-to-behavior.php>

[http://www.michigan.gov/mde/0,4615,7-140-22709\\_55936---,00.html](http://www.michigan.gov/mde/0,4615,7-140-22709_55936---,00.html)

FBA:

<http://cecp.air.org/fba/>

Tier:

Activity - KRESA Active Engagement	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers who need to increase their student engagement will attend this conference.  Schools: Green Meadow Elementary School, North Elementary School	Professional Learning			03/24/2014	06/12/2019	\$901	Title II Part A	Green Meadow Teachers

## District Improvement Plan

Comstock Public Schools

Activity - KRESA Functional Behavior Assessment Plans	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>New Staff will be trained on how to write Functional Behavior Assessment Plans. NEMS Special Education Staff will attend KRESA Introduction to Practical FBA: K-12. Green Meadow Behavior Staff will attend KRESA FBA-Going Deeper.</p> <p>Schools: Green Meadow Elementary School</p>	Professional Learning			09/18/2014	06/12/2019	\$1241	Title II Part A, Title II Part A	Principals
Activity - Coaching Classroom Management	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>NEMS Behavior Staff will attend KRESA Coaching Classroom Management PD. This workshop will help those who support or lead teachers to close the gap between the ideal of research-based practices and the actual implementation of positive classroom management. Administrators will learn guidelines for setting expectations and assisting teachers in meeting them, and consultants will learn how they can use the skills they already have to assist teachers in a non-evaluative context. In order to develop great teachers, coaching is an essential element.</p> <p>Schools: Northeast Middle School</p>	Teacher Collaboration, Professional Learning, Walkthrough			11/13/2018	11/13/2018	\$261	Title II Part A, No Funding Required	NEMS principal and behavior staff
Activity - CHAMPS Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>New teachers will utilize CHAMPS training videos and materials to learn how to implement classroom management that is practiced by the district. Principals and instructional coaches will guide them through this training. New teachers at Green Meadow and North Elementary will attend KRESA CHAMPS training.</p> <p>Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School</p>	Professional Learning		Implement	09/09/2013	06/12/2019	\$3717	Title II Part A, Title II Part A	Principals and Instructional Coaches
Activity - PBIS & Bullying Prevention	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Comstock Public Schools

Staff will attend a workshop at KRESA on PBIS and Bully Prevention Strategies. From the first leadership team meeting to the refinement process, it will give teachers, support staff and administrators a clear understanding of the knowledge, time, and resources that are involved in creating a schoolwide, positive and proactive system that will support ALL learners at all levels.	Professional Learning		Implement	10/07/2016	06/12/2019	\$0	No Funding Required	All staff
Schools: All Schools								

Activity - Eric Jensen Book Study & PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Complete the Eric Jensen Book Study on Teaching with Poverty in Mind & Engaging Students with Poverty in Mind~Practical Strategies for Raising Student Achievement. Eric Jensen will present PD to all staff on October 30, 2015. North Elementary will complete this book study with new staff in 2018-19.	Professional Learning			08/26/2014	06/12/2019	\$0	No Funding Required	All staff
Schools: All Schools								

Activity - KRESA Early Stage Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will learn how to use six different interventions designed to be a starting place in dealing with student misbehavior that hasn't responded to traditional or standard classroom management practices. Each intervention builds upon the previous, if the previous was not effective. These interventions are tools that any teacher can keep in his or her "bag of tricks."	Professional Learning			11/10/2014	11/10/2014	\$640	Title II Part A	North Teachers
Schools: North Elementary School								

Activity - Teach Like a Champion & Field Guide	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will continue to work with staff on Teach Like a Champion Techniques. Staff may conduct peer observations and set goals using these techniques.	Professional Learning		Monitor	09/02/2014	06/12/2019	\$0	No Funding Required	All staff.
Schools: All Schools								

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

**District Improvement Plan**

Comstock Public Schools

Paraprofessionals will attend professional development at the building level to be trained in reading and math interventions.  Schools: All Schools	Professional Learning			09/08/2015	06/12/2019	\$3000	Title II Part A	Administrators, Instructional Coaches, and Paraprofessionals
<b>Activity - Administrator Retreat</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
All administrators will attend a summer retreat to analyze data and be trained on illuminate and eduClimber. Administrators will receive professional development to help them increase their knowledge of technology and provide them with ways to increase the use of technology in their buildings. Administrators will also be made aware of any legal updates.  Schools: All Schools	Professional Learning			08/14/2018	08/15/2018	\$1000	Title II Part A	Administrators
<b>Activity - The Leader in Me by Franklin Covey</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>



## District Improvement Plan

Comstock Public Schools

<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p> <p>Schools: Comstock High School, Green Meadow Elementary School, Northeast Middle School, North Elementary School</p>	Professional Learning		Implement	01/26/2015	06/12/2019	\$66743	Title II Part A, Title II Part A, Title II Part A, Section 31a	Administrators and Teachers
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Activity - Elective Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers of elective courses, such as physical education, Spanish, Music, Band, and Art will attend professional development to increase student achievement.</p> <p>Schools: All Schools</p>	Professional Learning			07/01/2015	06/30/2018	\$5000	Title II Part A	Administrators and Elective Teachers

Activity - Book Studies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Comstock Public Schools

North Elementary will complete the following book studies: Engaging Students with Poverty in Mind, Eric Jensen The Zones of Regulation, Michelle Garcia Winner  Green Meadow will complete the following book studies: Path to Serendipity, Allyson Apsey Beyond the Bake Sale, Anne T. Henderson  Schools: All Schools	Professional Learning			07/27/2018	06/12/2019	\$1930	Title II Part A, Title II Part A	Principal and staff of North Elementary
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Activity - MAEO Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Compass High School will send a teacher to the Michigan Alternative Education Organization training to learn new ways to deliver alternative education to students.  Schools: Comstock Compass High School	Professional Learning			04/27/2016	06/30/2018	\$550	Title II Part A	Compass High School Principal and Teacher

Activity - Teacher's Encyclopedia of Behavior Management	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All behavior staff and teaching staff will be trained on using this book to address behaviors with research-based plans that help prevent students from being removed from the classroom.  Schools: All Schools	Professional Learning, Behavioral Support Program			09/14/2015	06/30/2017	\$8346	Title II Part A	Administrators

Activity - Baldrige Excellence Framework	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Administrative Team will complete the Baldrige Excellence Framework to incorporate a systems approach to improving the performance of Comstock Public Schools.  Schools: All Schools	Professional Learning	Tier 1	Getting Ready	08/10/2016	06/30/2018	\$200	General Fund	Administrative Team

Activity - New Teacher and Administrator Evaluation Tools	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New administrators and all teachers will be trained on the 5 Dimensions of Teaching and Learning, the newly adopted tool that is approved by MDE.  Schools: All Schools	Professional Learning		Getting Ready	06/22/2016	09/28/2018	\$12000	General Fund	New administrators and teachers

## District Improvement Plan

Comstock Public Schools

Activity - Gallop Strength Finder	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
STEM Staff will take the Gallop Strength Finder and receive coaching from a certified strength coach to increase collaboration among staff.  Schools: All Schools	Professional Learning			06/29/2017	06/30/2018	\$1000	Title II Part A	STEM Staff
Activity - KRESA Restorative Classroom Practices	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
This session has been developed to be practical and powerful. All participants will learn to understand restorative justice philosophy, facilitate community building and classroom circles, and engage in informal restorative conversation with students. Designed for teachers and administrators alike, the facilitators will give educators the tools they need to begin to incorporate restorative justice philosophy into their work.  Schools: Comstock North Elementary School	Professional Learning			07/10/2018	06/12/2019	\$85	Title II Part A	North Behavior Staff
Activity - KRESA Teacher Leader Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
When leaders are transparent learners, everyone in the schoolhouse benefits. This exciting and interactive session will help you with every step of the process. We will dive deep into strategies to be transparent and vulnerable learners with our staff, and share ideas to be reflective learners through blogging, journaling, podcasts and/or video. The extended length session will allow us an opportunity to write a reflection of recent learning that you can post on your own blog. In addition, this session will utilize new tools to use in staff meetings to model what we are looking for in the classroom.  Schools: North Elementary School	Professional Learning			07/17/2018	06/12/2019	\$85	Title II Part A	North Instructional Coach
Activity - KRESA Cognitive Coaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Coaches and literacy leaders will establish a learning continuum of the Essential Instructional Practices, coaching systems and data collection tools in this monthly meeting. Participants will celebrate and problem solve around strengths and challenges within their school community, and develop an action plan and next steps within the next learning cycle.  Schools: North Elementary School	Professional Learning			07/18/2018	06/12/2019	\$85	Title II Part A	New Behavior Coach at North Elementary

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Activity - Blair Lake Camp for Staff Leader in Me Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
North Staff will be trained in Leader in Me at Blair Lake Campground. They will be trained in classroom management, synergizing, teaching kids with trauma, using different techniques to teaching children in poverty, team building, and grade level collaboration.  Schools: North Elementary School	Professional Learning			07/10/2018	08/31/2018	\$2000	Title II Part A	North Principal

Activity - Trauma Training by Trauma Star Co	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Violence leads to trauma; unhealed trauma leads to recurring violence against self and others. But it doesn't have to be that way. Individuals and communities can learn skills for addressing trauma, healing relationships, and building resilience which improves the well-being of all. Originally developed for community leaders after the attacks of 9/11 in New York, Washington, and Pennsylvania, STAR now prepares leaders to address the effects of all forms of trauma in their organizations and communities.</p> <p>By attending one of our five-day seminars, you'll be equipped with strategies to address your own and your community's trauma and to develop resilience in yourself and others. In this educational setting, you will learn about the latest trauma healing research from the fields of neurobiology, psychology, restorative justice, conflict transformation, peacebuilding, and religion/spirituality.</p> <p>Community and organizational leaders will increase their capacity to recognize and respond to:</p> <p>Common responses to trauma: emotional, cognitive, physical, spiritual, behavioral                      The need to transform trauma: breaking the cycles of victimhood &amp; violence                      Trauma intervention for individuals, communities, and societies                      Self-care for leaders and caregivers                      Restorative justice as a response to trauma—reconciling victims and offenders</p> <p>Schools: Green Meadow Elementary School</p>	Professional Learning			07/27/2018	06/12/2019	\$2500	Title II Part A	Principal at Green Meadow

Activity - Principal Mentorships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## District Improvement Plan

Comstock Public Schools

Newly hired principals will be mentored by a MEMSPA mentor. Schools: All Schools	Professional Learning			07/02/2018	06/12/2019	\$3000	Title II Part A	Director of Curriculum, Instruction, and Assessment
<b>Activity - De-Escalation Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
New Staff and Support staff will be trained on de-escalation techniques by a certified trainer. The goal of this training is to educate school staff in the proper use of de-escalation strategies in properly managing student behavior. Topics covered include the Conflict Cycle and preventative measures, the development of meaningful relationships, how to recognize signs of escalation, and de-escalation tips. Schools: All Schools	Professional Learning			07/02/2018	06/12/2019	\$500	Title II Part A	Director of Curriculum, Instruction and Assessment
<b>Activity - Love and Logic Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Staff will received training on Love and Logic, based on the findings drawn from the following research-based principles: Respect, appreciation and love prevents potential problems When students feel respected, appreciated and even loved by their teachers, they are far more motivated and cause far fewer problems. Freedom to problem-solve and make decisions fosters motivation Students are far calmer and more motivated when their teachers allow them to make choices and solve their own problems within limits. Focusing energy on problem prevention is rewarding Successful educators focus most of their energy on simple tools for preventing misbehavior or keeping it small...rather than trying to provide consequences for every problem. Showing empathy and compassion is effective When consequences are necessary, effective educators provide them with sincere empathy or compassion. Schools: All Schools	Professional Learning			07/02/2018	06/12/2019	\$500	Title II Part A	Shelley Esman
<b>Activity - Social and Emotional Learning in the Classroom</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

## District Improvement Plan

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Social and emotional learning (SEL) is an initiative that helps support a well-rounded education that teaches to the whole child. Teachers are working to help develop student skills such as self-awareness, self-management, and decision making. This workshop will help participants understand what it means to create classrooms and schools that focus on the development of the whole child using evidence-based programs and supportive environments.	Professional Learning			12/03/2018	12/13/2018	\$261	Title II Part A	NEMS Behavior Coaches
Schools: All Schools								

Activity - MAEA Fall Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The 2018 Michigan Art Education Association (MAEA) Annual Conference theme is Art for Everyone. Our mission is to equip Michigan's art educators with resources and strategies to provide a supportive art experience for students with special needs, thereby enriching learning for all students. Guest speakers and presenters will share their knowledge from the special education field and address other areas impacting students such as trauma, gender identity, and socio-economic status. T	Professional Learning			10/08/2018	10/26/2018	\$342	Title II Part A	CHS Principal and Art Teacher
Schools: Comstock High School, Northeast Middle School								

### Strategy 3:

Hire Support Staff - Intervention Specialists will be hired in each building to provide support to a caseload of students that is determined by:

- \*Attendance
- \*Behavior
- \*Performing Below Grade Level
- \*Other At-Risk Eligibility Factors

Behavior Coaches will be hired at North and Green Meadow Elementary to support student achievement levels through focused training of teachers in implementing a school-wide, integrated model of Response to Intervention for behavior based on the principles of Positive Behavior Support.

Parent Liaisons will be hired in each elementary to connect parents to the school, plan parent activities, and to increase parent communication.

Category:

Research Cited: <http://www.sjUSD.org/student-services/pbis/what-is-pbis/>

Tier:

## District Improvement Plan

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Activity - Intervention Specialist	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hire Intervention Specialists to proactively assist at-risk students.  Schools: All Schools	Behavioral Support Program			08/20/2013	06/12/2019	\$324822	Section 31a	Director of Curriculum, Principals and Teachers
Activity - Paren Liaison	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent liaisons support parents by: <ul style="list-style-type: none"> <li>• Facilitating communication between home and school</li> <li>• Broadening teacher and staff understanding of each student, each student's interests and needs</li> <li>• Sharing strategies to use in the home that support school success</li> <li>• Connecting parents with the school by providing information about the school and its programs</li> <li>• Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary</li> <li>• Organizing parent forums that build upon parents' strengths in supporting their children's learning</li> <li>• Working with "focus families" identified by a student's academic performance and/or perceived needs.</li> </ul> Schools: Green Meadow Elementary School, Northeast Middle School, North Elementary School	Parent Involvement			08/27/2013	06/12/2019	\$32918	Title I Part A	Director of Curriculum, Principals
Activity - Behavior Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Green Meadow and North Elementary will hire a Behavior coach to assist the staff with positive behavior support and the implementation of school-wide supports that include the development of behavior plans for students.  Schools: Green Meadow Elementary School, North Elementary School	Behavioral Support Program			09/08/2015	06/12/2019	\$150000	Section 31a	Principals
Activity - Permanent Building Subs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## District Improvement Plan

Comstock Public Schools

North, Green Meadow, Comstock High School, and Northeast Middle School will hire permanent subs to provide consistent support to the students when teachers are absent or attending professional learning communities and professional development.  Schools: All Schools	Academic Support Program			09/04/2018	06/12/2019	\$132000	Section 31a	Director of Curriculum, Instruction and Assessment and building principals
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### Strategy 4:

DHS Partnership - DHS employees will be housed in the buildings of our district. DHS will work with staff, students and parents to increase attendance and provide support to families in need.

Category:

Research Cited: <http://www.hhs.gov/ohrp/>

Tier:

Activity - DHS Partnership	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Comstock Public Schools will work with DHS employees to increase student attendance.  Schools: All Schools	Community Engagement			09/02/2014	06/12/2019	\$0	No Funding Required	Administrators

### Strategy 5:

College and Career Academy - College and Career Deans will work with all students in grades K-12 to develop Educational Development Plans and plan college and career field trips and experiences annually.

Category:

Research Cited: <http://www.act.org/research/policymakers/cccr13/>

[http://www.michigan.gov/documents/mde/MDE\\_EDP\\_10-2-09\\_296459\\_7.pdf](http://www.michigan.gov/documents/mde/MDE_EDP_10-2-09_296459_7.pdf)

Tier:

Activity - College and Career Exposure	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



**District Improvement Plan**

Comstock Public Schools

<p>Each year all students will be provided with a college and career experience and an updated educational development plan. College and Career Activities will be implemented into the curriculum.</p> <p>September-College Searches &amp; How to Choose A College &amp; Early Middle College                  October-KVCC College Night                  November-Financial Aid Information Night                  December-Next steps... I am admitted to college, now what?                  January-Scholarships                  February-FAFSA Completion Events                  March-College &amp; Career Open House</p> <p>The following are the grade level field trips:</p> <p>K Fire Station                  1 Flowerland                  2 Borgess Helicopter                  3 MSU LTER Bird Sanctuary                  4 Landscape Forms                  5 Wolf Lake Fish Hatchery                  6 Rock, Fossil and Gem Show                  7 WMU Health Science                  8 WMU Career Fair &amp; CHS Orientation                  9-12 KVCC College Night                  College Connection (C2)                  College Visits (3)                  College Application Week</p> <p>Schools: All Schools</p>	Field Trip			08/26/2014	06/28/2019	\$50000	Section 31a, General Fund	Administration, Transportation, Teachers, and College and Career Deans
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Activity - MCAN Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The CCA staff will attend the MCAN conference, which emphasizes our role in talent development and advocating for better initiatives and programs to support all students as they pursue a degree or postsecondary certificate.</p> <p>Schools: All Schools</p>	Professional Learning			07/02/2018	06/12/2019	\$700	Title II Part A	CCA Staff

**Strategy 6:**  
 Homeless Support - Comstock Public Schools will assign a homeless liaison and set aside Title I monies to ensure homeless students receive the support they need to attend and participate in school.  
 Category:  
 Research Cited:

**District Improvement Plan**

Comstock Public Schools

[http://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=3&ved=0CDQQFjAC&url=http%3A%2F%2Fcenter.serve.org%2Fnche%2Fdownloads%2Fbriefs%2Fidea\\_qa.pdf&ei=4AaUVZaRlomvogTosIbCg&usg=AFQjCNEV9jCYB0C-3I-VMmU7eIAmaCvllw&bvm=bv.96952980,d.cGU](http://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=3&ved=0CDQQFjAC&url=http%3A%2F%2Fcenter.serve.org%2Fnche%2Fdownloads%2Fbriefs%2Fidea_qa.pdf&ei=4AaUVZaRlomvogTosIbCg&usg=AFQjCNEV9jCYB0C-3I-VMmU7eIAmaCvllw&bvm=bv.96952980,d.cGU)

Tier: Tier 3

Activity - Homless Set-Aside	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Comstock Public Schools will set aside Monies to support the educational needs of our homeless students, including transportation, such as gas cards.  Schools: All Schools	Other - Homeless Support	Tier 3		09/08/2015	06/12/2019	\$1000	Title I Part A	District Homeless Liaison, District Title I Coordinator, and Building Principals

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Principal Mentorships	Newly hired principals will be mentored by a MEMSPA mentor.	Professional Learning			07/02/2018	06/12/2019	\$3000	Director of Curriculum, Instruction, and Assessment

**District Improvement Plan**

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<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professional Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$30000</p>	<p>Administrators and Teachers</p>
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## District Improvement Plan

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Love and Logic Training	<p>Staff will received training on Love and Logic, based on the findings drawn from the following research-based principles:          Respect, appreciation and love prevents potential problems          When students feel respected, appreciated and even loved by their teachers, they are far more motivated and cause far fewer problems.          Freedom to problem-solve and make decisions fosters motivation          Students are far calmer and more motivated when their teachers allow them to make choices and solve their own problems within limits.          Focusing energy on problem prevention is rewarding          Successful educators focus most of their energy on simple tools for preventing misbehavior or keeping it small...rather than trying to provide consequences for every problem.          Showing empathy and compassion is effective          When consequences are necessary, effective educators provide them with sincere empathy or compassion.</p>	Professional Learning			07/02/2018	06/12/2019	\$500	Shelley Esman
KRESA Writing Three-Dimensional Science Assessments	<p>Participants in this series will examine assessment items that are Michigan Science Standards aligned. They will learn how to write assessments that are aligned with the 3-Dimensional vision of the Michigan Science Standards.</p> <p>Learner Outcomes          1. Create a variety of formative and summative assessment to measure student learning and growth.</p>	Professional Learning			12/05/2018	12/06/2018	\$1411	NEMS Principal, NEMS Science Department Head
Bio Pharmaceutical Technology Center Institute	<p>A science teacher at the STEM Academy will attend Biotechnology: The Basics for Middle School Teachers. This course is designed to introduce middle school teachers to the fundamentals of biotechnology. The course will begin with a review of DNA structure and function. From there we will explore how different tools are used to investigate and analyze DNA.</p>	Professional Learning			07/03/2018	07/27/2018	\$735	Science Teacher at STEM
Substitutes	<p>We will hire substitutes for teachers to attend PLC's as needed.          We will hire substitutes for teachers to complete peer observations.</p>	Professional Learning			09/12/2016	06/12/2019	\$552	Principals and Teachers

## District Improvement Plan

Comstock Public Schools

<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professiona l Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$30000</p>	<p>Administrat ors and Teachers</p>
<p>Michigan Council on Social Studies &amp; Economics Conference</p>	<p>Teachers will attend the MCSS conference to gain new ideas to improve instruction in social studies, learn about new resources, and network with colleagues by sharing lessons.</p>	<p>Professiona l Learning</p>			<p>04/28/2017</p>	<p>06/12/2019</p>	<p>\$1573</p>	<p>NEMS Social Studies Teacher</p>
<p>Google and Gmail Integration and Training</p>	<p>Staff will be trained to use Google Classroom, Gmail and Google Docs.</p>	<p>Professiona l Learning</p>			<p>06/30/2017</p>	<p>06/30/2018</p>	<p>\$2000</p>	<p>All staff</p>
<p>eduClimber &amp; Illuminate development and data analysis</p>	<p>All staff will utilize this on-line program for individual professional development needs and to collaborate. Instructional Coaches and Principals will use this tool to provide feedback regarding instruction and student engagement to teachers and paraprofessionals. Teachers will use this tool to conduct peer observations. All staff will utilize Pivot to analyze student data.</p>	<p>Academic Support Program, Professiona l Learning, Behavioral Support Program</p>			<p>07/01/2017</p>	<p>06/12/2019</p>	<p>\$10000</p>	<p>All Staff</p>

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AP US History and Government Training	AP US History and Government teachers will attend a conference to increase knowledge in AP curriculum and instruction.	Professional Learning			10/28/2016	06/12/2019	\$1016	AP US History and Government Teacher
NSTA STEM Conference	Staff from each building in the district will attend the National STEM conference to enhance the integration of science, math, technology and engineering in the curriculum.	Professional Learning		Implement	03/12/2015	03/14/2015	\$10000	District Representatives (teachers and administrators)
NWEA Training	New teachers will be trained on how to use the Des Cartes reports to provide instruction to students at their individual level according to the NWEA results.	Professional Learning			10/05/2015	06/12/2019	\$144	Principal, Teachers
BCCE Chemical Education	Science teacher will attend this conference to increase her knowledge about chemical education.	Professional Learning		Implement	08/03/2014	08/07/2014	\$800	Charlene Dailey
MAEA Fall Conference	The 2018 Michigan Art Education Association (MAEA) Annual Conference theme is Art for Everyone. Our mission is to equip Michigan's art educators with resources and strategies to provide a supportive art experience for students with special needs, thereby enriching learning for all students. Guest speakers and presenters will share their knowledge from the special education field and address other areas impacting students such as trauma, gender identity, and socio-economic status. T	Professional Learning			10/08/2018	10/26/2018	\$342	CHS Principal and Art Teacher
MCAN Conference	The CCA staff will attend the MCAN conference, which emphasizes our role in talent development and advocating for better initiatives and programs to support all students as they pursue a degree or postsecondary certificate.	Professional Learning			07/02/2018	06/12/2019	\$700	CCA Staff
KRESA Early Stage Interventions	Staff will learn how to use six different interventions designed to be a starting place in dealing with student misbehavior that hasn't responded to traditional or standard classroom management practices. Each intervention builds upon the previous, if the previous was not effective. These interventions are tools that any teacher can keep in his or her "bag of tricks."	Professional Learning			11/10/2014	11/10/2014	\$640	North Teachers

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AP Biology	The AP Biology teacher will attend training to learn best practice for teaching the AP Biology content, collaborate with other AP teachers, and receive updates. Inquiry-based labs allow students to engage in science practices that require them to think and act like scientists. In this workshop, you will focus on understanding inquiry and its place in the classroom. You will analyze how traditional labs differ from inquiry-based labs and learn strategies for modifying traditional, "cookbook" labs to make them inquiry-based. In addition, you will have an opportunity to plan how you will transition your curriculum to focus on inquiry. After this workshop, you will be able to confidently create and implement inquiry-based labs.	Professional Learning		Implement	10/28/2014	09/05/2018	\$834	AP Biology Teacher
DIBELS Training	Instructional Coaches and New Teachers will be trained on reading the results of this assessment and how to progress monitor students until they are benchmark readers. They will also learn about interventions that can be used to increase students reading fluency and comprehension	Professional Learning			09/16/2015	06/12/2019	\$544	Principals, Instructional Coach, and Teachers
Blair Lake Camp for Staff Leader in Me Training	North Staff will be trained in Leader in Me at Blair Lake Campground. They will be trained in classroom management, synergizing, teaching kids with trauma, using different techniques to teaching children in poverty, team building, and grade level collaboration.	Professional Learning			07/10/2018	08/31/2018	\$2000	North Principal



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<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professiona l Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$4799</p>	<p>Administrat ors and Teachers</p>
<p>MRA Conference</p>	<p>Compass High School will send two ELA teachers to the Michigan Reading Association Conference to learn alternative ways to deliver best practice instruction. STEM Academy will send one teacher to the Summer Literature Conference in Bellaire, MI.</p>	<p>Professiona l Learning</p>			<p>03/18/2016</p>	<p>06/12/2019</p>	<p>\$810</p>	<p>Compass High School Principal and ELA Teachers</p>
<p>South Western Science Instructors of Michigan Meeting</p>	<p>Science teachers will attend this meeting to collaborate with other science professionals.</p>	<p>Professiona l Learning</p>		<p>Implement</p>	<p>11/03/2014</p>	<p>11/03/2014</p>	<p>\$200</p>	<p>CHS Science staff</p>

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KRESA Teacher Leader Training	When leaders are transparent learners, everyone in the schoolhouse benefits. This exciting and interactive session will help you with every step of the process. We will dive deep into strategies to be transparent and vulnerable learners with our staff, and share ideas to be reflective learners through blogging, journaling, podcasts and/or video. The extended length session will allow us an opportunity to write a reflection of recent learning that you can post on your own blog. In addition, this session will utilize new tools to use in staff meetings to model what we are looking for in the classroom.	Professional Learning			07/17/2018	06/12/2019	\$85	North Instructional Coach
Coaching Classroom Management	NEMS Behavior Staff will attend KRESA Coaching Classroom Management PD. This workshop will help those who support or lead teachers to close the gap between the ideal of research-based practices and the actual implementation of positive classroom management. Administrators will learn guidelines for setting expectations and assisting teachers in meeting them, and consultants will learn how they can use the skills they already have to assist teachers in a non-evaluative context. In order to develop great teachers, coaching is an essential element.	Teacher Collaboration, Professional Learning, Walkthrough			11/13/2018	11/13/2018	\$261	NEMS principal and behavior staff
SAT & PSAT Prep	CHS & Compass staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class. Each semester, teachers will assign weekly SAT vocabulary, usage and mechanics prompts, and essay writing that is assessed with the 6 Traits of Writing Rubric. Kahn Academy will create an online plan for each student that is individualized to their results. Students will follow the Khan Academy plans to help them prepare for the Spring Assessment the state requires each Spring. 8th grade teachers at NEMS and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Professional Learning, Direct Instruction	Tier 1		09/08/2015	06/30/2018	\$3000	High School Principal and School Improvement Team
Administrator Retreat	All administrators will attend a summer retreat to analyze data and be trained on illuminate and eduClimber. Administrators will receive professional development to help them increase their knowledge of technology and provide them with ways to increase the use of technology in their buildings. Administrators will also be made aware of any legal updates.	Professional Learning			08/14/2018	08/15/2018	\$1000	Administrators

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Gallop Strength Finder	STEM Staff will take the Gallop Strength Finder and receive coaching from a certified strength coach to increase collaboration among staff.	Professional Learning			06/29/2017	06/30/2018	\$1000	STEM Staff
KRESA Functional Behavior Assessment Plans	New Staff will be trained on how to write Functional Behavior Assessment Plans. NEMS Special Education Staff will attend KRESA Introduction to Practical FBA: K-12. Green Meadow Behavior Staff will attend KRESA FBA-Going Deeper.	Professional Learning			09/18/2014	06/12/2019	\$1071	Principals
Substitutes	We will hire substitutes for teachers to attend PLC's as needed. We will hire substitutes for teachers to complete peer observations.	Professional Learning			09/12/2016	06/12/2019	\$400	Principals and Teachers
Science/Social Studies Text Structures and Features	Instructional Coaches will continue to work with staff on explicitly teaching non-fiction text structures and writing to text.	Professional Learning		Implement	08/20/2014	06/10/2016	\$500	Instructional Coaches
Project Based Learning K-5 Social Studies	All K-5 Classrooms will be required to complete two Project Based Learning Lessons during the school year to teach the C3 Standard of Public Discourse, Decision Making, and Citizen Involvement (P3, P4). It will also be required that the ELA CCSS of Speaking and Listening and Presentation of Knowledge will be taught and assessed as part of the culmination of the projects. Students will have the following options for presentation: ___ Google Slide Presentation ___ Letter to Relevant Audience ___ Play or Skit ___ Artistic Representation/Model ___ Brochure/Postcard	Professional Learning, Curriculum Development, Direct Instruction			07/10/2018	06/12/2019	\$8000	Director of Curriculum, Principals, Instructional Coaches, and Teachers
REWARDS Intervention Training	Identified staff members will attend professional development for REWARDS intervention as needed.	Professional Learning			12/03/2014	12/03/2014	\$190	Identified Staff
6th-8th Math Consulting, Coaching and Modeling	A math consultant from KRESA will provide 10 days of support to the math teachers at Northeast Middle School and 5 days at the STEM Academy.	Professional Learning			09/05/2017	06/12/2019	\$14720	Director of Curriculum, Instruction, and Assessment; Principals
Illuminate & eduClimber	Illuminate and eduClimber will be used to analyze data from assessments and create intervention groups based on standards.	Academic Support Program, Professional Learning, Technology, Behavioral Support Program		Implement	07/01/2017	06/30/2018	\$15000	Administrators, Instructional Coaches and Teachers

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NGSX Training and Coaching from KRESA	New staff will be trained in the Next Generation Science Standards. A science specialist from KRESA will be hired to work with the teachers at CHS on the implementation of the new standards.	Professional Learning			08/14/2018	06/12/2019	\$9000	Director of Curriculum, CHS Principal, Instructional Coach and Science Department
MCTE Conference	Compass ELA teacher will attend the MCTE Conference at MSU.	Professional Learning			09/05/2018	06/12/2019	\$1019	ELA Department at Compass
CHAMPS Training	New teachers will utilize CHAMPS training videos and materials to learn how to implement classroom management that is practiced by the district. Principals and instructional coaches will guide them through this training. New teachers at Green Meadow and North Elementary will attend KRESA CHAMPS training.	Professional Learning		Implement	09/09/2013	06/12/2019	\$1816	Principals and Instructional Coaches
MCTM	The Michigan Council of Teachers of Mathematics provides public voice and leadership to support and advance high quality teaching and learning of mathematics.	Professional Learning			07/26/2016	06/12/2019	\$3099	Six STEM teachers (K-8) One Compass teacher (9-12)
CHAMPS Training	New teachers will utilize CHAMPS training videos and materials to learn how to implement classroom management that is practiced by the district. Principals and instructional coaches will guide them through this training. New teachers at Green Meadow and North Elementary will attend KRESA CHAMPS training.	Professional Learning		Implement	09/09/2013	06/12/2019	\$1901	Principals and Instructional Coaches
KRESA Cognitive Coaching	Coaches and literacy leaders will establish a learning continuum of the Essential Instructional Practices, coaching systems and data collection tools in this monthly meeting. Participants will celebrate and problem solve around strengths and challenges within their school community, and develop an action plan and next steps within the next learning cycle.	Professional Learning			07/18/2018	06/12/2019	\$85	New Behavior Coach at North Elementary
Highly Qualified Math Instructor SAT PD for staff and students	CHS will hire a Highly Qualified math instructor for \$100/day for 10 days to train our teachers on how to provide SAT prep to our juniors through lesson planning, co-teaching and modeling.	Academic Support Program			03/01/2019	04/08/2019	\$1440	Principal, Math department head

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Social and Emotional Learning in the Classroom	Social and emotional learning (SEL) is an initiative that helps support a well-rounded education that teaches to the whole child. Teachers are working to help develop student skills such as self-awareness, self-management, and decision making. This workshop will help participants understand what it means to create classrooms and schools that focus on the development of the whole child using evidence-based programs and supportive environments.	Professional Learning			12/03/2018	12/13/2018	\$261	NEMS Behavior Coaches
Book Studies	North Elementary will complete the following book studies:  Engaging Students with Poverty in Mind, Eric Jensen The Zones of Regulation, Michelle Garcia Winner  Green Meadow will complete the following book studies: Path to Serendipity, Allyson Apsey Beyond the Bake Sale, Anne T. Henderson	Professional Learning			07/27/2018	06/12/2019	\$610	Principal and staff of North Elementary
Teacher's Encyclopedia of Behavior Management	All behavior staff and teaching staff will be trained on using this book to address behaviors with research-based plans that help prevent students from being removed from the classroom.	Professional Learning, Behavioral Support Program			09/14/2015	06/30/2017	\$8346	Administrators
Substitutes	We will hire substitutes for teachers to attend PLC's as needed. We will hire substitutes for teachers to complete peer observations.	Professional Learning			09/12/2016	06/12/2019	\$250	Principals and Teachers
MSTA Conference	Secondary Science Teachers will attend MSTA to learn about how to teach the Next Generation Science Standards.	Professional Learning			03/24/2017	06/30/2018	\$842	Science Teachers and Administration

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Project Based Learning- Buck Institute Training	<p>PBL 101 is Buck Institute of Education's (BIE) foundational three-day onsite workshop. Based on BIE's model of Gold Standard PBL, the workshop provides participants with the skills and knowledge needed to design, assess and manage a rigorous, relevant, and standards-based project. The workshop models the project process. Facilitated by one of BIE's expert National Faculty, the workshop is a balanced blend of direct instruction, video analysis, hands-on work, resource sharing, and peer collaboration and feedback. Participants are actively engaged in project design, with the expectation that every teacher or teaching team will generate a project plan that receives formative feedback from both participants and BIE National Faculty.</p> <p>All participants receive a free copy of BIE's highly regarded PBL 101 Workbook, which is exclusively for PBL 101 participants and not sold separately.</p> <p>Learner Outcomes</p> <ol style="list-style-type: none"> <li>1. Develop a student directed project-based unit designed around your own curriculum</li> <li>2. Receive support from Kalamazoo RESA consultants throughout the school year</li> <li>3. Peer collaboration</li> </ol>	Professional Learning, Curriculum Development			07/03/2018	06/12/2019	\$2400	Director of Curriculum, Principals and Teachers
KRESA Functional Behavior Assessment Plans	<p>New Staff will be trained on how to write Functional Behavior Assessment Plans. NEMS Special Education Staff will attend KRESA Introduction to Practical FBA: K-12. Green Meadow Behavior Staff will attend KRESA FBA-Going Deeper.</p>	Professional Learning			09/18/2014	06/12/2019	\$170	Principals
Substitutes	<p>Teachers will be able to request a substitute teacher in order to provide them with an opportunity to attend professional development, conduct Basic 5 observations, and Peer observations. Subs will also be hired to cover for teachers for professional learning communities.</p>	Teacher Collaboration			09/02/2014	06/12/2019	\$20000	Teachers
Pivot Online Professional Development, Observation Feedback and Student Data	<p>All staff will utilize this on-line program for individual professional development needs and to collaborate. Instructional Coaches and Principals will use this tool to provide feedback regarding instruction to teachers and paraprofessionals. Teachers will use this tool to conduct peer observations.</p>	Professional Learning			07/01/2013	06/12/2019	\$4197	All Staff

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De-Escalation Training	New Staff and Support staff will be trained on de-escalation techniques by a certified trainer. The goal of this training is to educate school staff in the proper use of de-escalation strategies in properly managing student behavior. Topics covered include the Conflict Cycle and preventative measures, the development of meaningful relationships, how to recognize signs of escalation, and de-escalation tips.	Professional Learning			07/02/2018	06/12/2019	\$500	Director of Curriculum, Instruction and Assessment
Essential Literacy Practices Audit, Training and Materials	The Director of Curriculum will work with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings. A rubric based on Essential #3 of the Literacy Practices will be used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation.	Academic Support Program, Professional Learning, Supplemental Materials, Materials, Curriculum Development			07/02/2018	06/12/2019	\$2500	Director of Curriculum and the Literacy Action Network Team (Jill Ansel, Susan Caswell, Chris Chopp, Colleen Grueter)
MSTEP Preparation	Teachers will learn how to incorporate strategies into their everyday instruction to prepare students for the MSTEP.	Professional Learning			02/02/2016	06/12/2019	\$1144	Principal, Teachers
MACUL	Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.	Professional Learning			03/15/2017	06/12/2019	\$1099	Principals and Teachers
SIOP Training	ELL Paraprofessionals will go through a SIOP training which teaches staff to build sustainable capacity and close the achievement gap for struggling students, especially English learners.	Professional Learning		Implement	07/17/2014	06/19/2019	\$790	Director of Curriculum, Instruction, and Assessment, ELL Coordinator, and ELL Paraprofessionals
KRESA Restorative Classroom Practices	This session has been developed to be practical and powerful. All participants will learn to understand restorative justice philosophy, facilitate community building and classroom circles, and engage in informal restorative conversation with students. Designed for teachers and administrators alike, the facilitators will give educators the tools they need to begin to incorporate restorative justice philosophy into their work.	Professional Learning			07/10/2018	06/12/2019	\$85	North Behavior Staff

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Book Studies	<p>North Elementary will complete the following book studies:</p> <p>Engaging Students with Poverty in Mind, Eric Jensen The Zones of Regulation, Michelle Garcia Winner</p> <p>Green Meadow will complete the following book studies:</p> <p>Path to Serendipity, Allyson Apsey Beyond the Bake Sale, Anne T. Henderson</p>	Professional Learning			07/27/2018	06/12/2019	\$1320	Principal and staff of North Elementary
KBS Biostation	<p>The KBS K-12 Partnership provides teachers in-depth exposure to research topics in environmental science and training to teach inquiry-based science at the elementary and secondary levels. The Partnership is a joint effort among KBS scientists, MSU College of Education faculty, science teachers and administrators in southwest Michigan school districts. Since 1999 the Partnership has been supported by multiple grants and is sustained by the KBS Long-term Ecological Research Program (the National Science Foundation's Long-term Ecological Research Program) under the direction of Dr. Phil Robertson and Dr. Steve Hamilton.</p>	Professional Learning			07/02/2018	06/28/2019	\$30	Science Teachers at STEM
MACUL	<p>Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.</p>	Professional Learning			03/15/2017	06/12/2019	\$3801	Principals and Teachers



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<p>Trauma Training by Trauma Star Co</p>	<p>Violence leads to trauma; unhealed trauma leads to recurring violence against self and others. But it doesn't have to be that way. Individuals and communities can learn skills for addressing trauma, healing relationships, and building resilience which improves the well-being of all. Originally developed for community leaders after the attacks of 9/11 in New York, Washington, and Pennsylvania, STAR now prepares leaders to address the effects of all forms of trauma in their organizations and communities.</p> <p>By attending one of our five-day seminars, you'll be equipped with strategies to address your own and your community's trauma and to develop resilience in yourself and others. In this educational setting, you will learn about the latest trauma healing research from the fields of neurobiology, psychology, restorative justice, conflict transformation, peacebuilding, and religion/spirituality.</p> <p>Community and organizational leaders will increase their capacity to recognize and respond to:</p> <p>Common responses to trauma: emotional, cognitive, physical, spiritual, behavioral          The need to transform trauma: breaking the cycles of victimhood &amp; violence          Trauma intervention for individuals, communities, and societies          Self-care for leaders and caregivers          Restorative justice as a response to trauma—reconciling victims and offenders</p>	<p>Professional Learning</p>			<p>07/27/2018</p>	<p>06/12/2019</p>	<p>\$2500</p>	<p>Principal at Green Meadow</p>
<p>Technology Integration PD</p>	<p>The district will utilize NewMind and local technology staff to train staff on technology integration.</p>	<p>Professional Learning</p>			<p>08/27/2013</p>	<p>06/30/2017</p>	<p>\$5000</p>	<p>Technology Staff and Administrators</p>
<p>MAEO Conference</p>	<p>Compass High School will send a teacher to the Michigan Alternative Education Organization training to learn new ways to deliver alternative education to students.</p>	<p>Professional Learning</p>			<p>04/27/2016</p>	<p>06/30/2018</p>	<p>\$550</p>	<p>Compass High School Principal and Teacher</p>
<p>KRESA Active Engagement</p>	<p>Teachers who need to increase their student engagement will attend this conference.</p>	<p>Professional Learning</p>			<p>03/24/2014</p>	<p>06/12/2019</p>	<p>\$901</p>	<p>Green Meadow Teachers</p>

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Paraprofessional Professional Development	Paraprofessionals will attend professional development at the building level to be trained in reading and math interventions.	Professional Learning			09/08/2015	06/12/2019	\$3000	Administrators, Instructional Coaches, and Paraprofessionals
Elective Professional Development	Teachers of elective courses, such as physical education, Spanish, Music, Band, and Art will attend professional development to increase student achievement.	Professional Learning			07/01/2015	06/30/2018	\$5000	Administrators and Elective Teachers

### Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Science/Social Studies Text Structures and Features PD	For New Staff: Instructional Coaches will prepare and present professional development on science and social studies text structures using the resource, Common Core: Writing to Texts.	Professional Learning			09/02/2014	06/12/2019	\$0	Administrators and Instructional Coaches

### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Project Lead the Way	NEMS Computers teacher will attend training on STEM Units provided by Project Lead the Way. (Design and Modeling)	Professional Learning			07/18/2018	07/20/2018	\$0	NEMS Principal, Director of Curriculum, and Computer Teacher
IXL & Moby Max	All students will receive an IXL and/or Moby Max account for grades K-8. (Please read the description and funding detail under math.)	Academic Support Program	Tier 1		01/26/2015	06/12/2019	\$0	All staff
Teach Like a Champion & Field Guide	Principals will continue to work with staff on Teach Like a Champion Techniques. Staff may conduct peer observations and set goals using these techniques.	Professional Learning		Monitor	09/02/2014	06/12/2019	\$0	All staff.

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PBIS & Bullying Prevention	Staff will attend a workshop at KRESA on PBIS and Bully Prevention Strategies. From the first leadership team meeting to the refinement process, it will give teachers, support staff and administrators a clear understanding of the knowledge, time, and resources that are involved in creating a schoolwide, positive and proactive system that will support ALL learners at all levels.	Professional Learning		Implement	10/07/2016	06/12/2019	\$0	All staff
Strategic Planning	2015-16: The Board of Education, Administrative Team, Instructional Staff, and Community Stakeholders collaborated to develop a strategic plan for the district. Implement the tasks of the strategic plan and share accomplishments and progress with stakeholders	Policy and Process			07/11/2016	06/28/2019	\$0	Administrators and Board of Education
Eric Jensen Book Study & PD	Complete the Eric Jensen Book Study on Teaching with Poverty in Mind & Engaging Students with Poverty in Mind-Practical Strategies for Raising Student Achievement. Eric Jensen will present PD to all staff on October 30, 2015. North Elementary will complete this book study with new staff in 2018-19.	Professional Learning			08/26/2014	06/12/2019	\$0	All staff
Advisory Class	Teachers will have an advisory period each day where they will make personal connections with students and instruct them on test-taking strategies, and utilize the SRA Laboratories to increase reading levels.	Direct Instruction			09/03/2013	06/30/2018	\$0	Principal, Instructional Coach and Teachers
SAT Prep	CHS staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class.	Academic Support Program	Tier 1		08/27/2013	06/12/2019	\$0	High School Principal and School Improvement Team
Coaching Classroom Management	NEMS Behavior Staff will attend KRESA Coaching Classroom Management PD. This workshop will help those who support or lead teachers to close the gap between the ideal of research-based practices and the actual implementation of positive classroom management. Administrators will learn guidelines for setting expectations and assisting teachers in meeting them, and consultants will learn how they can use the skills they already have to assist teachers in a non-evaluative context. In order to develop great teachers, coaching is an essential element.	Teacher Collaboration, Professional Learning, Walkthrough			11/13/2018	11/13/2018	\$0	NEMS principal and behavior staff
DHS Partnership	Comstock Public Schools will work with DHS employees to increase student attendance.	Community Engagement			09/02/2014	06/12/2019	\$0	Administrators

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Incorporate Social Studies into Core areas of Language Arts and Science	Teachers will explicitly teach reading and writing using materials that have social studies content, such as Wonders Reading Series(K-3), Scholastic Magazine, Read to Achieve, SRA, and the new HMD Literature series for grades 7-11.	Direct Instruction			09/03/2013	06/12/2019	\$0	Principals and Instructional Staff
MDOT	Science Staff will attend professional development put on by the Michigan Department of Transportation to learn how to teach TRAC modules. This will enhance their ability to incorporate engineering into their STEM curriculum.	Professional Learning		Getting Ready	08/07/2014	08/08/2014	\$0	Administrators and Science Teachers
Science/Social Studies Text Structures and Features	Instructional Coaches will continue to work with staff on explicitly teaching non-fiction text structures and writing to text.	Professional Learning		Implement	08/20/2014	06/10/2016	\$0	Instructional Coaches

## General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
K-12 District Behavior Team	The K-12 District Behavior Team will meet quarterly to review behavior data and improve the consistency of the data collection by setting goals and using research-based interventions to address behavior.	Professional Learning, Behavioral Support Program			09/14/2015	06/12/2019	\$600	Director of Curriculum, Instruction and Assessment, Principals, and Behavior Staff
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students. Transportation will be available.	Academic Support Program			09/10/2013	06/12/2019	\$10000	Principals, Teachers, Paraprofessionals, and the Transportation Department
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students.	Academic Support Program			09/10/2013	06/12/2019	\$20000	Principals, Teachers, Paraprofessionals, and the Transportation Department

## District Improvement Plan

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Baldrige Excellence Framework	The Administrative Team will complete the Baldrige Excellence Framework to incorporate a systems approach to improving the performance of Comstock Public Schools.	Professional Learning	Tier 1	Getting Ready	08/10/2016	06/30/2018	\$200	Administrative Team
Curriculum Work	Staff will update the science curriculum with a focus on the integration of STEM and Next Generation Science Standards.	Curriculum Development			06/15/2015	07/21/2018	\$6000	Administrators and Teachers
Merit Pay	Teachers will receive Merit Pay according to the Merit Pay Policy that is approved by the Comstock Board of Education	Recruitment and Retention			09/08/2015	06/12/2019	\$50000	Administrators and Instructional Staff
TCI	K-5 Classrooms at North and Green Meadow will implement the TCI Science series that is aligned to the Next Generation Science Standards. Staff will receive Professional Development on the implementation of the new program. Report Cards will be updated to reflect mastery of the standards, and schedules will be created to ensure all science standards are taught at each grade level.	Professional Learning, Curriculum Development			06/23/2015	06/10/2016	\$83000	Administrators and Teaching Staff
District Instructional Technology Team	The team will develop an Instructional Technology Plan that defines our current instructional technology and work with staff to achieve effective technology integration in all curricular areas.	Academic Support Program, Curriculum Development, Technology			01/04/2016	06/12/2019	\$500	Director of Technology, Director of Curriculum, Instruction and Assessment, Building Representatives
New Teacher and Administrator Evaluation Tools	New administrators and all teachers will be trained on the 5 Dimensions of Teaching and Learning, the newly adopted tool that is approved by MDE.	Professional Learning		Getting Ready	06/22/2016	09/28/2018	\$12000	New administrators and teachers
Wonders Training	New K-5 Teachers will receive training on the new Wonders Reading Series.	Professional Learning			06/14/2016	06/12/2019	\$4000	Director of Curriculum, Instruction, and Assessment; Principals; and Teachers

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Big Ideas Training and Pilot	Math Department will be trained to use the Big Ideas Algebra I, II and Geometry program at Compass. NEMS will pilot Big Ideas for grades 6-8.	Academic Support Program, Professional Learning, Curriculum Development, Direct Instruction			09/04/2018	06/12/2019	\$2500	Curriculum Director, Principal and Math Department Head
Social Studies Curriculum Work	Staff will update assessments and report cards to align with the new curriculum materials	Curriculum Development			07/18/2016	06/30/2018	\$5000	Administrators and Department Heads
District K-12 Instructional Team	The District Instructional Team will meet monthly to determine how to consistently address current and upcoming needs with curriculum, instruction and assessment.	Academic Support Program, Curriculum Development, Policy and Process			09/09/2014	06/28/2019	\$500	Director of Curriculum, Instruction and Assessment

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<p>College and Career Exposure</p>	<p>Each year all students will be provided with a college and career experience and an updated educational development plan. College and Career Activities will be implemented into the curriculum.</p> <p>September-College Searches &amp; How to Choose A College &amp; Early Middle College                  October-KVCC College Night                  November-Financial Aid Information Night                  December-Next steps... I am admitted to college, now what?                  January-Scholarships                  February-FAFSA Completion Events                  March-College &amp; Career Open House</p> <p>The following are the grade level field trips:</p> <p>K Fire Station                  1 Flowerland                  2 Borgess Helicopter                  3 MSU LTER Bird Sanctuary                  4 Landscape Forms                  5 Wolf Lake Fish Hatchery                  6 Rock, Fossil and Gem Show                  7 WMU Health Science                  8 WMU Career Fair &amp; CHS Orientation                  9-12 KVCC College Night                  College Connection (C2)                  College Visits (3)                  College Application Week</p>	<p>Field Trip</p>			<p>08/26/2014</p>	<p>06/28/2019</p>	<p>\$10000</p>	<p>Administration,                  Transportation,                  Teachers,                  and                  College and Career Deans</p>
<p>Online Math Assessments</p>	<p>Students will take all math assessments online to prepare them for the upcoming state assessments. This will also allow staff to compile and analyze data efficiently. In addition, parents and students will have immediate access to assessment results.</p>	<p>Technology</p>			<p>09/03/2013</p>	<p>06/12/2019</p>	<p>\$0</p>	<p>All staff</p>
<p>Math Curriculum Work</p>	<p>Staff will work on the curriculum to make required updates and enhance the learning experience for students. Curriculum work will include the following:                  CHS: Precalculus                  NEMS: Big Ideas Pilot                  STEM: Grade Book Alignment to CCSS, and Illuminate CCSS Alignment</p>	<p>Curriculum Development</p>			<p>06/29/2015</p>	<p>09/29/2017</p>	<p>\$603</p>	<p>Curriculum Director and Math Department Heads</p>

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ESL Support	ESL Support Professionals will push into the classrooms and/or pull students out of the classrooms to provide support to the students who speak English as a second language. ESL Coordinator/Teacher will support staff and students.	Academic Support Program	Tier 3		09/03/2013	06/15/2018	\$1500	Director of Curriculum, Instruction, and Assessment; ESL Coordinator; Principals; Teachers
K-5 C3 Social Studies Curriculum Work	Social Studies Teachers will update curriculum maps and assessments.	Professional Learning, Curriculum Development		Getting Ready	07/03/2018	09/03/2018	\$500	Social Studies Department
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide support to struggling students.	Academic Support Program			09/10/2013	06/12/2019	\$10000	Principals, Teachers, Paraprofessionals, and the Transportation Department
Technology Integration PD	The district will utilize NewMind and local technology staff to train staff on technology integration.	Professional Learning			08/27/2013	06/30/2017	\$5000	Technology Staff and Administrators
ELA Curriculum Work	Staff will align assessments with standards, update curriculum maps and writing rubrics, and update report cards.	Curriculum Development			07/01/2017	06/30/2018	\$1608	Administrators and Department Heads
ESL Support	Support Paraprofessionals will push into the classrooms or pull students out of the classrooms to provide support to the students who speak English as a second language. Staff, students, and families will be supported by the ESL Coordinator and ESL Director.	Academic Support Program	Tier 3		09/03/2013	06/12/2019	\$1500	Director of Curriculum, Instruction, and Assessment; ESL Coordinator

### Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Library Books	Purchase more books for our classroom libraries to align our buildings to the Essential Literacy Practice Standards.	Academic Support Program			09/15/2017	06/28/2019	\$20000	Director of Curriculum, Principals and Instructional Coaches



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IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Pay teachers to meet with parents of the K-5 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans.	Parent Involvement			02/01/2017	06/12/2019	\$2000	Director of Curriculum, Principals and Staff
Parent Liaison	Parent liaisons support parents by: <ul style="list-style-type: none"> <li>• Facilitating communication between home and school</li> <li>• Broadening teacher and staff understanding of each student, each student's interests and needs</li> <li>• Sharing strategies to use in the home that support school success</li> <li>• Connecting parents with the school by providing information about the school and its programs</li> <li>• Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary</li> <li>• Organizing parent forums that build upon parents' strengths in supporting their children's learning</li> <li>• Working with "focus families" identified by a student's academic performance and/or perceived needs.</li> </ul>	Parent Involvement			08/27/2013	06/12/2019	\$32918	Director of Curriculum, Principals
Homeless Set-Aside	Comstock Public Schools will set aside Monies to support the educational needs of our homeless students, including transportation, such as gas cards.	Other - Homeless Support	Tier 3		09/08/2015	06/12/2019	\$1000	District Homeless Liaison, District Title I Coordinator, and Building Principals
MIP (Math Improvement Plans for Students)	Students who score below the 65 percentile on the NWEA in math will be placed on a MIP (Math Improvement Plan). Students will be tested three times a year, and parents will be required to meet with school staff and complete a home math plan each time their student qualifies. Teachers will be compensated to hold additional parent conferences to discuss the academic needs of their students regarding math.	Academic Support Program, Parent Involvement			09/04/2018	06/12/2019	\$10000	Director of Curriculum, Instruction and Assessment, building Principals, Instructional Coaches and Teachers
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans.	Materials			12/01/2016	06/12/2019	\$10000	Director of Curriculum, Principals and Instructional Coaches

## District Improvement Plan

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MRA Conference	Compass High School will send two ELA teachers to the Michigan Reading Association Conference to learn alternative ways to deliver best practice instruction. STEM Academy will send one teacher to the Summer Literature Conference in Bellaire, MI.	Professional Learning			03/18/2016	06/12/2019	\$1374	Compass High School Principal and ELA Teachers
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-5.	Academic Support Program			09/03/2013	06/12/2019	\$115356	Principals, Instructional Coaches, and Teachers
IXL & Moby Max	All students, K-8, will receive an IXL or Moby Max account to use at school, at home, and during the summer. IXL is a comprehensive math and language arts review site with an unlimited number of practice questions in hundreds of skills—all of which are aligned to state standards. Parents are able to see their child's progress and celebrate their achievements. Moby Max helps struggling learners quickly catch up to grade level and close learning gaps in all subjects, for all students.	Academic Support Program	Tier 1	Implement	01/26/2015	06/12/2019	\$10000	K-8 Instructional Team, Teachers, and Parents
Instructional Coach	Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
Title I Director and Required Staff	Title I Director will oversee all Title I, II and at-risk programs inside the district, and with our non-public entities. The District will also assign a Foster Care Liaison in order to be in compliance with the new law.	Policy and Process			07/01/2017	06/12/2019	\$10000	Jill Ansel and Jay Birchmeier
Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals
Highly Qualified Paraprofessionals providing interventions in elementary and middle school classrooms	Paraprofessionals will be assigned to work in elementary and middle school classrooms to provide interventions and consistent academic support.	Academic Support Program			09/08/2015	06/12/2019	\$115356	Principals, Instructional Coaches, and Teachers

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Title I Reading Highly Qualified Teacher	Title I Reading Teachers will provide supplementary instruction to students who are reading below grade level.	Academic Support Program	Tier 3		09/04/2018	06/12/2019	\$125000	Title I Director, Principal and Teachers
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### Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coach	The district will hire an Instructional Coach to support student achievement levels through focused training of teachers in integrating STEM into the core academic curriculum. The Instructional Coach will also assist with organization and administration of assessments, analyzing data, and running professional learning communities. The instructional coach will help teachers develop programming for students who need intervention and acceleration.	Professional Learning		Getting Ready	09/04/2018	06/12/2019	\$50000	Director of STEM Academy and Director of Curriculum, Instruction, and Assessment
Science Olympiad	Students will have the opportunity to join Science Olympiad and compete in competitions.	Extra Curricular			09/08/2015	06/30/2018	\$9000	Director of the STEM Academy, Principal and NEMS, Principal of CHS, and Science Olympiad Coordinator and Coaches
Intervention Specialist	Hire Intervention Specialists to proactively assist at-risk students.	Behavioral Support Program			08/20/2013	06/12/2019	\$324822	Director of Curriculum, Principals and Teachers
ESL Support	ESL Support Professionals will push into the classrooms and/or pull students out of the classrooms to provide support to the students who speak English as a second language. ESL Coordinator/Teacher will support staff and students.	Academic Support Program	Tier 3		09/03/2013	06/15/2018	\$45000	Director of Curriculum, Instruction, and Assessment; ESL Coordinator; Principals; Teachers

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Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$80000	Director of Curriculum, Instruction, and Assessment; Principals
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Pay teachers to meet with parents of the K-5 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans.	Parent Involvement			02/01/2017	06/12/2019	\$5000	Director of Curriculum, Principals and Staff
Mentorships	At-Risk Students will be provided mentors for reading and social support through United Way, CAST, Kids Hope, the community and employees of the district.	Academic Support Program, Behavioral Support Program			12/06/2014	06/12/2019	\$1000	Administrators, Instructional Coaches
Behavior Coaches	Green Meadow and North Elementary will hire a Behavior coach to assist the staff with positive behavior support and the implementation of school-wide supports that include the development of behavior plans for students.	Behavioral Support Program			09/08/2015	06/12/2019	\$150000	Principals
Essential Literacy Practices Audit, Training and Materials	The Director of Curriculum will work with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings. A rubric based on Essential #3 of the Literacy Practices will be used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation.	Academic Support Program, Professional Learning, Supplemental Materials, Materials, Curriculum Development			07/02/2018	06/12/2019	\$10000	Director of Curriculum and the Literacy Action Network Team (Jill Ansel, Susan Caswell, Chris Chopp, Colleen Grueter)
Substitutes	Teachers will be able to request a substitute teacher in order to provide them with an opportunity to attend professional development, conduct Basic 5 observations, and Peer observations. Subs will also be hired to cover for teachers for professional learning communities.	Teacher Collaboration			09/02/2014	06/12/2019	\$98682	Teachers
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students. Transportation will be available.	Academic Support Program			09/10/2013	06/12/2019	\$2000	Principals, Teachers, Paraprofessionals, and the Transportation Department

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Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans.	Materials			12/01/2016	06/12/2019	\$8000	Director of Curriculum, Principals and Instructional Coaches
College and Career Exposure	<p>Each year all students will be provided with a college and career experience and an updated educational development plan. College and Career Activities will be implemented into the curriculum.</p> <p>September-College Searches &amp; How to Choose A College &amp; Early Middle College            October-KVCC College Night            November-Financial Aid Information Night            December-Next steps... I am admitted to college, now what?            January-Scholarships            February-FAFSA Completion Events            March-College &amp; Career Open House</p> <p>The following are the grade level field trips:</p> <p>K Fire Station            1 Flowerland            2 Borgess Helicopter            3 MSU LTER Bird Sanctuary            4 Landscape Forms            5 Wolf Lake Fish Hatchery            6 Rock, Fossil and Gem Show            7 WMU Health Science            8 WMU Career Fair &amp; CHS Orientation            9-12 KVCC College Night            College Connection (C2)            College Visits (3)            College Application Week</p>	Field Trip			08/26/2014	06/28/2019	\$40000	Administration, Transportation, Teachers, and College and Career Deans

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<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professiona l Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$1944</p>	<p>Administrat ors and Teachers</p>
<p>ESL Support</p>	<p>Support Paraprofessionals will push into the classrooms or pull students our of the classrooms to provide support to the students who speak English as a second language. Staff, students, and families will be supported by the ESL Coordinator and ESL Director.</p>	<p>Academic Support Program</p>	<p>Tier 3</p>		<p>09/03/2013</p>	<p>06/12/2019</p>	<p>\$80000</p>	<p>Director of Curriculum, Instruction, and Assessmen t; ESL Coordinator</p>
<p>Permanent Building Subs</p>	<p>North, Green Meadow, Comstock High School, and Northeast Middle School will hire permanent subs to provide consistent support to the students when teachers are absent or attending professional learning communities and professional development.</p>	<p>Academic Support Program</p>			<p>09/04/2018</p>	<p>06/12/2019</p>	<p>\$132000</p>	<p>Director of Curriculum, Instruction and Assessmen t and building principals</p>

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Purchase Graphing Calculators and Math Manipulatives	Purchase Graphing Calculators and Math Manipulatives for at-risk students	Materials			12/01/2016	06/12/2019	\$1000	Curriculum Director and Math Department Heads
Additional Parent-Teacher Conferences for Math	Teachers will be paid to meet with parents who have students who are below grade level in math. Students will be put on a MIP (Math Improvement Plan) and parents will be provided with an at-home math plan and activities to support their student.	Parent Involvement			09/04/2018	06/12/2019	\$5000	Director of Curriculum, Principals, Instructional Coaches and Teachers
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide support to struggling students.	Academic Support Program			09/10/2013	06/12/2019	\$2000	Principals, Teachers, Paraprofessionals, and the Transportation Department

## Activity Summary by School

Below is a breakdown of activity by school.

### All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Highly Qualified Paraprofessionals providing interventions in elementary and middle school classrooms	Paraprofessionals will be assigned to work in elementary and middle school classrooms to provide interventions and consistent academic support.	Academic Support Program			09/08/2015	06/12/2019	\$115356	Principals, Instructional Coaches, and Teachers
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students. Transportation will be available.	Academic Support Program			09/10/2013	06/12/2019	\$12000	Principals, Teachers, Paraprofessionals, and the Transportation Department
ESL Support	ESL Support Professionals will push into the classrooms and/or pull students out of the classrooms to provide support to the students who speak English as a second language. ESL Coordinator/Teacher will support staff and students.	Academic Support Program	Tier 3		09/03/2013	06/15/2018	\$46500	Director of Curriculum, Instruction, and Assessment; ESL Coordinator; Principals; Teachers
eduClimber & Illuminate development and data analysis	All staff will utilize this on-line program for individual professional development needs and to collaborate. Instructional Coaches and Principals will use this tool to provide feedback regarding instruction and student engagement to teachers and paraprofessionals. Teachers will use this tool to conduct peer observations. All staff will utilize Pivot to analyze student data.	Academic Support Program, Professional Learning, Behavioral Support Program			07/01/2017	06/12/2019	\$10000	All Staff



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ESL Support	Support Paraprofessionals will push into the classrooms or pull students out of the classrooms to provide support to the students who speak English as a second language. Staff, students, and families will be supported by the ESL Coordinator and ESL Director.	Academic Support Program	Tier 3		09/03/2013	06/12/2019	\$81500	Director of Curriculum, Instruction, and Assessment; ESL Coordinator
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide support to struggling students.	Academic Support Program			09/10/2013	06/12/2019	\$12000	Principals, Teachers, Paraprofessionals, and the Transportation Department
Pivot Online Professional Development, Observation Feedback and Student Data	All staff will utilize this on-line program for individual professional development needs and to collaborate. Instructional Coaches and Principals will use this tool to provide feedback regarding instruction to teachers and paraprofessionals. Teachers will use this tool to conduct peer observations.	Professional Learning			07/01/2013	06/12/2019	\$4197	All Staff
After School Tutoring and Transportation	Teachers and Paraprofessionals will stay after school two days a week to provide additional support to struggling students.	Academic Support Program			09/10/2013	06/12/2019	\$20000	Principals, Teachers, Paraprofessionals, and the Transportation Department
Merit Pay	Teachers will receive Merit Pay according to the Merit Pay Policy that is approved by the Comstock Board of Education	Recruitment and Retention			09/08/2015	06/12/2019	\$50000	Administrators and Instructional Staff
Intervention Specialist	Hire Intervention Specialists to proactively assist at-risk students.	Behavioral Support Program			08/20/2013	06/12/2019	\$324822	Director of Curriculum, Principals and Teachers
Technology Integration PD	The district will utilize NewMind and local technology staff to train staff on technology integration.	Professional Learning			08/27/2013	06/30/2017	\$10000	Technology Staff and Administrators
Incorporate Social Studies into Core areas of Language Arts and Science	Teachers will explicitly teach reading and writing using materials that have social studies content, such as Wonders Reading Series(K-3), Scholastic Magazine, Read to Achieve, SRA, and the new HMD Literature series for grades 7-11.	Direct Instruction			09/03/2013	06/12/2019	\$0	Principals and Instructional Staff

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SIOP Training	ELL Paraprofessionals will go through a SIOP training which teaches staff to build sustainable capacity and close the achievement gap for struggling students, especially English learners.	Professional Learning		Implement	07/17/2014	06/19/2019	\$790	Director of Curriculum, Instruction, and Assessment, ELL Coordinator, and ELL Paraprofessionals
NSTA STEM Conference	Staff from each building in the district will attend the National STEM conference to enhance the integration of science, math, technology and engineering in the curriculum.	Professional Learning		Implement	03/12/2015	03/14/2015	\$10000	District Representatives (teachers and administrators)
PBIS & Bullying Prevention	Staff will attend a workshop at KRESA on PBIS and Bully Prevention Strategies. From the first leadership team meeting to the refinement process, it will give teachers, support staff and administrators a clear understanding of the knowledge, time, and resources that are involved in creating a schoolwide, positive and proactive system that will support ALL learners at all levels.	Professional Learning		Implement	10/07/2016	06/12/2019	\$0	All staff
Eric Jensen Book Study & PD	Complete the Eric Jensen Book Study on Teaching with Poverty in Mind & Engaging Students with Poverty in Mind-Practical Strategies for Raising Student Achievement. Eric Jensen will present PD to all staff on October 30, 2015. North Elementary will complete this book study with new staff in 2018-19.	Professional Learning			08/26/2014	06/12/2019	\$0	All staff
Teach Like a Champion & Field Guide	Principals will continue to work with staff on Teach Like a Champion Techniques. Staff may conduct peer observations and set goals using these techniques.	Professional Learning		Monitor	09/02/2014	06/12/2019	\$0	All staff.
Paraprofessional Professional Development	Paraprofessionals will attend professional development at the building level to be trained in reading and math interventions.	Professional Learning			09/08/2015	06/12/2019	\$3000	Administrators, Instructional Coaches, and Paraprofessionals
DHS Partnership	Comstock Public Schools will work with DHS employees to increase student attendance.	Community Engagement			09/02/2014	06/12/2019	\$0	Administrators

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Substitutes	Teachers will be able to request a substitute teacher in order to provide them with an opportunity to attend professional development, conduct Basic 5 observations, and Peer observations. Subs will also be hired to cover for teachers for professional learning communities.	Teacher Collaborati on			09/02/2014	06/12/2019	\$118682	Teachers
Administrator Retreat	All administrators will attend a summer retreat to analyze data and be trained on illuminate and eduClimber. Administrators will receive professional development to help them increase their knowledge of technology and provide them with ways to increase the use of technology in their buildings. Administrators will also be made aware of any legal updates.	Professiona l Learning			08/14/2018	08/15/2018	\$1000	Administrat ors
College and Career Exposure	<p>Each year all students will be provided with a college and career experience and an updated educational development plan. College and Career Activities will be implemented into the curriculum.</p> <p>September-College Searches &amp; How to Choose A College &amp; Early Middle College            October-KVCC College Night            November-Financial Aid Information Night            December-Next steps... I am admitted to college, now what?            January-Scholarships            February-FAFSA Completion Events            March-College &amp; Career Open House</p> <p>The following are the grade level field trips:</p> <p>K Fire Station            1 Flowerland            2 Borgess Helicopter            3 MSU LTER Bird Sanctuary            4 Landscape Forms            5 Wolf Lake Fish Hatchery            6 Rock, Fossil and Gem Show            7 WMU Health Science            8 WMU Career Fair &amp; CHS Orientation            9-12 KVCC College Night            College Connection (C2)            College Visits (3)            College Application Week</p>	Field Trip			08/26/2014	06/28/2019	\$50000	Administrati on, Transportat ion, Teachers, and College and Career Deans

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Science Olympiad	Students will have the opportunity to join Science Olympiad and compete in competitions.	Extra Curricular			09/08/2015	06/30/2018	\$9000	Director of the STEM Academy, Principal and NEMS, Principal of CHS, and Science Olympiad Coordinator and Coaches
Strategic Planning	2015-16: The Board of Education, Administrative Team, Instructional Staff, and Community Stakeholders collaborated to develop a strategic plan for the district. Implement the tasks of the strategic plan and share accomplishments and progress with stakeholders	Policy and Process			07/11/2016	06/28/2019	\$0	Administrators and Board of Education
Elective Professional Development	Teachers of elective courses, such as physical education, Spanish, Music, Band, and Art will attend professional development to increase student achievement.	Professional Learning			07/01/2015	06/30/2018	\$5000	Administrators and Elective Teachers
Book Studies	North Elementary will complete the following book studies:  Engaging Students with Poverty in Mind, Eric Jensen The Zones of Regulation, Michelle Garcia Winner  Green Meadow will complete the following book studies: Path to Serendipity, Allyson Apsey Beyond the Bake Sale, Anne T. Henderson	Professional Learning			07/27/2018	06/12/2019	\$1930	Principal and staff of North Elementary
ELA Curriculum Work	Staff will align assessments with standards, update curriculum maps and writing rubrics, and update report cards.	Curriculum Development			07/01/2017	06/30/2018	\$1608	Administrators and Department Heads
Curriculum Work	Staff will update the science curriculum with a focus on the integration of STEM and Next Generation Science Standards.	Curriculum Development			06/15/2015	07/21/2018	\$6000	Administrators and Teachers
Social Studies Curriculum Work	Staff will update assessments and report cards to align with the new curriculum materials	Curriculum Development			07/18/2016	06/30/2018	\$5000	Administrators and Department Heads

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Homless Set-Aside	Comstock Public Schools will set aside Monies to support the educational needs of our homeless students, including transportation, such as gas cards.	Other	Tier 3		09/08/2015	06/12/2019	\$1000	District Homeless Liaison, District Title I Coordinator, and Building Principals
Teacher's Encyclopedia of Behavior Management	All behavior staff and teaching staff will be trained on using this book to address behaviors with research-based plans that help prevent students from being removed from the classroom.	Professional Learning, Behavioral Support Program			09/14/2015	06/30/2017	\$8346	Administrators
MSTEP Preparation	Teachers will learn how to incorporate strategies into their everyday instruction to prepare students for the MSTEP.	Professional Learning			02/02/2016	06/12/2019	\$1144	Principal, Teachers
Google and Gmail Integration and Training	Staff will be trained to use Google Classroom, Gmail and Google Docs.	Professional Learning			06/30/2017	06/30/2018	\$2000	All staff
Baldrige Excellence Framework	The Administrative Team will complete the Baldrige Excellence Framework to incorporate a systems approach to improving the performance of Comstock Public Schools.	Professional Learning	Tier 1	Getting Ready	08/10/2016	06/30/2018	\$200	Administrative Team
K-12 District Behavior Team	The K-12 District Behavior Team will meet quarterly to review behavior data and improve the consistency of the data collection by setting goals and using research-based interventions to address behavior.	Professional Learning, Behavioral Support Program			09/14/2015	06/12/2019	\$600	Director of Curriculum, Instruction and Assessment, Principals, and Behavior Staff
District Instructional Technology Team	The team will develop an Instructional Technology Plan that defines our current instructional technology and work with staff to achieve effective technology integration in all curricular areas.	Academic Support Program, Curriculum Development, Technology			01/04/2016	06/12/2019	\$500	Director of Technology, Director of Curriculum, Instruction and Assessment, Building Representatives
New Teacher and Administrator Evaluation Tools	New administrators and all teachers will be trained on the 5 Dimensions of Teaching and Learning, the newly adopted tool that is approved by MDE.	Professional Learning		Getting Ready	06/22/2016	09/28/2018	\$12000	New administrators and teachers

## District Improvement Plan

Comstock Public Schools

Purchase Graphing Calculators and Math Manipulatives	Purchase Graphing Calculators and Math Manipulatives for at-risk students	Materials			12/01/2016	06/12/2019	\$1000	Curriculum Director and Math Department Heads
Illuminate & eduClimber	Illuminate and eduClimber will be used to analyze data from assessments and create intervention groups based on standards.	Academic Support Program, Professional Learning, Technology, Behavioral Support Program		Implement	07/01/2017	06/30/2018	\$15000	Administrators, Instructional Coaches and Teachers
Gallop Strength Finder	STEM Staff will take the Gallop Strength Finder and receive coaching from a certified strength coach to increase collaboration among staff.	Professional Learning			06/29/2017	06/30/2018	\$1000	STEM Staff
Mentorships	At-Risk Students will be provided mentors for reading and social support through United Way, CAST, Kids Hope, the community and employees of the district.	Academic Support Program, Behavioral Support Program			12/06/2014	06/12/2019	\$1000	Administrators, Instructional Coaches
Library Books	Purchase more books for our classroom libraries to align our buildings to the Essential Literacy Practice Standards.	Academic Support Program			09/15/2017	06/28/2019	\$20000	Director of Curriculum, Principals and Instructional Coaches
Title I Director and Required Staff	Title I Director will oversee all Title I, II and at-risk programs inside the district, and with our non-public entities. The District will also assign a Foster Care Liaison in order to be in compliance with the new law.	Policy and Process			07/01/2017	06/12/2019	\$10000	Jill Ansel and Jay Birchmeier
Additional Parent-Teacher Conferences for Math	Teachers will be paid to meet with parents who have students who are below grade level in math. Students will be put on a MIP (Math Improvement Plan) and parents will be provided with an at-home math plan and activities to support their student.	Parent Involvement			09/04/2018	06/12/2019	\$5000	Director of Curriculum, Principals, Instructional Coaches and Teachers

**District Improvement Plan**

Comstock Public Schools

KBS Biostation	The KBS K-12 Partnership provides teachers in-depth exposure to research topics in environmental science and training to teach inquiry-based science at the elementary and secondary levels. The Partnership is a joint effort among KBS scientists, MSU College of Education faculty, science teachers and administrators in southwest Michigan school districts. Since 1999 the Partnership has been supported by multiple grants and is sustained by the KBS Long-term Ecological Research Program (the National Science Foundation's Long-term Ecological Research Program) under the direction of Dr. Phil Robertson and Dr. Steve Hamilton.	Professional Learning			07/02/2018	06/28/2019	\$30	Science Teachers at STEM
Project Based Learning-Buck Institute Training	<p>PBL 101 is Buck Institute of Education's (BIE) foundational three-day onsite workshop. Based on BIE's model of Gold Standard PBL, the workshop provides participants with the skills and knowledge needed to design, assess and manage a rigorous, relevant, and standards-based project. The workshop models the project process. Facilitated by one of BIE's expert National Faculty, the workshop is a balanced blend of direct instruction, video analysis, hands-on work, resource sharing, and peer collaboration and feedback. Participants are actively engaged in project design, with the expectation that every teacher or teaching team will generate a project plan that receives formative feedback from both participants and BIE National Faculty.</p> <p>All participants receive a free copy of BIE's highly regarded PBL 101 Workbook, which is exclusively for PBL 101 participants and not sold separately.</p> <p>Learner Outcomes</p> <ol style="list-style-type: none"> <li>1. Develop a student directed project-based unit designed around your own curriculum</li> <li>2. Receive support from Kalamazoo RESA consultants throughout the school year</li> <li>3. Peer collaboration</li> </ol>	Professional Learning, Curriculum Development			07/03/2018	06/12/2019	\$2400	Director of Curriculum, Principals and Teachers

## District Improvement Plan

Comstock Public Schools

District K-12 Instructional Team	The District Instructional Team will meet monthly to determine how to consistently address current and upcoming needs with curriculum, instruction and assessment.	Academic Support Program, Curriculum Development, Policy and Process			09/09/2014	06/28/2019	\$500	Director of Curriculum, Instruction and Assessment
Essential Literacy Practices Audit, Training and Materials	The Director of Curriculum will work with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings. A rubric based on Essential #3 of the Literacy Practices will be used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation.	Academic Support Program, Professional Learning, Supplemental Materials, Curriculum Development			07/02/2018	06/12/2019	\$12500	Director of Curriculum and the Literacy Action Network Team (Jill Ansel, Susan Caswell, Chris Chopp, Colleen Grueter)
Principal Mentorships	Newly hired principals will be mentored by a MEMSPA mentor.	Professional Learning			07/02/2018	06/12/2019	\$3000	Director of Curriculum, Instruction, and Assessment
De-Escalation Training	New Staff and Support staff will be trained on de-escalation techniques by a certified trainer. The goal of this training is to educate school staff in the proper use of de-escalation strategies in properly managing student behavior. Topics covered include the Conflict Cycle and preventative measures, the development of meaningful relationships, how to recognize signs of escalation, and de-escalation tips.	Professional Learning			07/02/2018	06/12/2019	\$500	Director of Curriculum, Instruction and Assessment



## District Improvement Plan

Comstock Public Schools

Love and Logic Training	Staff will received training on Love and Logic, based on the findings drawn from the following research-based principles: Respect, appreciation and love prevents potential problems When students feel respected, appreciated and even loved by their teachers, they are far more motivated and cause far fewer problems. Freedom to problem-solve and make decisions fosters motivation Students are far calmer and more motivated when their teachers allow them to make choices and solve their own problems within limits. Focusing energy on problem prevention is rewarding Successful educators focus most of their energy on simple tools for preventing misbehavior or keeping it small...rather than trying to provide consequences for every problem. Showing empathy and compassion is effective When consequences are necessary, effective educators provide them with sincere empathy or compassion.	Professiona l Learning			07/02/2018	06/12/2019	\$500	Shelley Esman
MCAN Conference	The CCA staff will attend the MCAN conference, which emphasizes our role in talent development and advocating for better initiatives and programs to support all students as they pursue a degree or postsecondary certificate.	Professiona l Learning			07/02/2018	06/12/2019	\$700	CCA Staff
Social and Emotional Learning in the Classroom	Social and emotional learning (SEL) is an initiative that helps support a well-rounded education that teaches to the whole child. Teachers are working to help develop student skills such as self-awareness, self-management, and decision making. This workshop will help participants understand what it means to create classrooms and schools that focus on the development of the whole child using evidence-based programs and supportive environments.	Professiona l Learning			12/03/2018	12/13/2018	\$261	NEMS Behavior Coaches
Permanent Building Subs	North, Green Meadow, Comstock High School, and Northeast Middle School will hire permanent subs to provide consistent support to the students when teachers are absent or attending professional learning communities and professional development.	Academic Support Program			09/04/2018	06/12/2019	\$132000	Director of Curriculum, Instruction and Assessmen t and building principals

## STEM Academy

## District Improvement Plan

Comstock Public Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$230000	Director of Curriculum, Instruction, and Assessment; Principals
6th-8th Math Consulting, Coaching and Modeling	A math consultant from KRESA will provide 10 days of support to the math teachers at Northeast Middle School and 5 days at the STEM Academy.	Professional Learning			09/05/2017	06/12/2019	\$14720	Director of Curriculum, Instruction, and Assessment; Principals
SAT & PSAT Prep	CHS & Compass staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class. Each semester, teachers will assign weekly SAT vocabulary, usage and mechanics prompts, and essay writing that is assessed with the 6 Traits of Writing Rubric. Kahn Academy will create an online plan for each student that is individualized to their results. Students will follow the Khan Academy plans to help them prepare for the Spring Assessment the state requires each Spring. 8th grade teachers at NEMS and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Professional Learning, Direct Instruction	Tier 1		09/08/2015	06/30/2018	\$3000	High School Principal and School Improvement Team
Instructional Coach	Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
Wonders Training	New K-5 Teachers will receive training on the new Wonders Reading Series.	Professional Learning			06/14/2016	06/12/2019	\$4000	Director of Curriculum, Instruction, and Assessment; Principals; and Teachers

## District Improvement Plan

Comstock Public Schools

MSTA Conference	Secondary Science Teachers will attend MSTA to learn about how to teach the Next Generation Science Standards.	Professional Learning			03/24/2017	06/30/2018	\$842	Science Teachers and Administration
MACUL	Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.	Professional Learning			03/15/2017	06/12/2019	\$4900	Principals and Teachers
MDOT	Science Staff will attend professional development put on by the Michigan Department of Transportation to learn how to teach TRAC modules. This will enhance their ability to incorporate engineering into their STEM curriculum.	Professional Learning		Getting Ready	08/07/2014	08/08/2014	\$0	Administrators and Science Teachers
Instructional Coach	The district will hire an Instructional Coach to support student achievement levels through focused training of teachers in integrating STEM into the core academic curriculum. The Instructional Coach will also assist with organization and administration of assessments, analyzing data, and running professional learning communities. The instructional coach will help teachers develop programming for students who need intervention and acceleration.	Professional Learning		Getting Ready	09/04/2018	06/12/2019	\$50000	Director of STEM Academy and Director of Curriculum, Instruction, and Assessment
Substitutes	We will hire substitutes for teachers to attend PLC's as needed. We will hire substitutes for teachers to complete peer observations.	Professional Learning			09/12/2016	06/12/2019	\$1202	Principals and Teachers
MCTM	The Michigan Council of Teachers of Mathematics provides public voice and leadership to support and advance high quality teaching and learning of mathematics.	Professional Learning			07/26/2016	06/12/2019	\$3099	Six STEM teachers (K-8) One Compass teacher (9-12)
Online Math Assessments	Students will take all math assessments online to prepare them for the upcoming state assessments. This will also allow staff to compile and analyze data efficiently. In addition, parents and students will have immediate access to assessment results.	Technology			09/03/2013	06/12/2019	\$0	All staff
IXL & Moby Max	All students will receive an IXL and/or Moby Max account for grades K-8. (Please read the description and funding detail under math.)	Academic Support Program	Tier 1		01/26/2015	06/12/2019	\$0	All staff

## District Improvement Plan

Comstock Public Schools

MRA Conference	Compass High School will send two ELA teachers to the Michigan Reading Association Conference to learn alternative ways to deliver best practice instruction. STEM Academy will send one teacher to the Summer Literature Conference in Bellaire, MI.	Professional Learning			03/18/2016	06/12/2019	\$2184	Compass High School Principal and ELA Teachers
Math Curriculum Work	Staff will work on the curriculum to make required updates and enhance the learning experience for students. Curriculum work will include the following: CHS: Precalculus NEMS: Big Ideas Pilot STEM: Grade Book Alignment to CCSS, and Illuminate CCSS Alignment	Curriculum Development			06/29/2015	09/29/2017	\$603	Curriculum Director and Math Department Heads
DIBELS Training	Instructional Coaches and New Teachers will be trained on reading the results of this assessment and how to progress monitor students until they are benchmark readers. They will also learn about interventions that can be used to increase students reading fluency and comprehension	Professional Learning			09/16/2015	06/12/2019	\$544	Principals, Instructional Coach, and Teachers
NWEA Training	New teachers will be trained on how to use the Des Cartes reports to provide instruction to students at their individual level according to the NWEA results.	Professional Learning			10/05/2015	06/12/2019	\$144	Principal, Teachers
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans.	Materials			12/01/2016	06/12/2019	\$18000	Director of Curriculum, Principals and Instructional Coaches
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Pay teachers to meet with parents of the K-5 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans.	Parent Involvement			02/01/2017	06/12/2019	\$7000	Director of Curriculum, Principals and Staff
Big Ideas Training and Pilot	Math Department will be trained to use the Big Ideas Algebra I, II and Geometry program at Compass. NEMS will pilot Big Ideas for grades 6-8.	Academic Support Program, Professional Learning, Curriculum Development, Direct Instruction			09/04/2018	06/12/2019	\$2500	Curriculum Director, Principal and Math Department Head

## District Improvement Plan

Comstock Public Schools

Bio Pharmaceutical Technology Center Institute	A science teacher at the STEM Academy will attend Biotechnology: The Basics for Middle School Teachers. This course is designed to introduce middle school teachers to the fundamentals of biotechnology. The course will begin with a review of DNA structure and function. From there we will explore how different tools are used to investigate and analyze DNA.	Professional Learning			07/03/2018	07/27/2018	\$735	Science Teacher at STEM
Project Based Learning K-5 Social Studies	All K-5 Classrooms will be required to complete two Project Based Learning Lessons during the school year to teach the C3 Standard of Public Discourse, Decision Making, and Citizen Involvement (P3, P4). It will also be required that the ELA CCSS of Speaking and Listening and Presentation of Knowledge will be taught and assessed as part of the culmination of the projects. Students will have the following options for presentation: <input type="checkbox"/> Google Slide Presentation <input type="checkbox"/> Letter to Relevant Audience <input type="checkbox"/> Play or Skit <input type="checkbox"/> Artistic Representation/Model <input type="checkbox"/> Brochure/Postcard	Professional Learning, Curriculum Development, Direct Instruction			07/10/2018	06/12/2019	\$8000	Director of Curriculum, Principals, Instructional Coaches, and Teachers
MIP (Math Improvement Plans for Students)	Students who score below the 65 percentile on the NWEA in math will be placed on a MIP (Math Improvement Plan). Students will be tested three times a year, and parents will be required to meet with school staff and complete a home math plan each time their student qualifies. Teachers will be compensated to hold additional parent conferences to discuss the academic needs of their students regarding math.	Academic Support Program, Parent Involvement			09/04/2018	06/12/2019	\$10000	Director of Curriculum, Instruction and Assessment, building Principals, Instructional Coaches and Teachers

### Northeast Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$230000	Director of Curriculum, Instruction, and Assessment; Principals

## District Improvement Plan

Comstock Public Schools

6th-8th Math Consulting, Coaching and Modeling	A math consultant from KRESA will provide 10 days of support to the math teachers at Northeast Middle School and 5 days at the STEM Academy.	Professional Learning			09/05/2017	06/12/2019	\$14720	Director of Curriculum, Instruction, and Assessment; Principals
SAT & PSAT Prep	CHS & Compass staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class. Each semester, teachers will assign weekly SAT vocabulary, usage and mechanics prompts, and essay writing that is assessed with the 6 Traits of Writing Rubric. Kahn Academy will create an online plan for each student that is individualized to their results. Students will follow the Khan Academy plans to help them prepare for the Spring Assessment the state requires each Spring. 8th grade teachers at NEMS and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Professional Learning, Direct Instruction	Tier 1		09/08/2015	06/30/2018	\$3000	High School Principal and School Improvement Team
Instructional Coach	Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
Title I Reading Highly Qualified Teacher	Title I Reading Teachers will provide supplementary instruction to students who are reading below grade level.	Academic Support Program	Tier 3		09/04/2018	06/12/2019	\$125000	Title I Director, Principal and Teachers
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-5.	Academic Support Program			09/03/2013	06/12/2019	\$115356	Principals, Instructional Coaches, and Teachers
MSTA Conference	Secondary Science Teachers will attend MSTA to learn about how to teach the Next Generation Science Standards.	Professional Learning			03/24/2017	06/30/2018	\$842	Science Teachers and Administration
MACUL	Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.	Professional Learning			03/15/2017	06/12/2019	\$4900	Principals and Teachers

## District Improvement Plan

Comstock Public Schools

Coaching Classroom Management	NEMS Behavior Staff will attend KRESA Coaching Classroom Management PD. This workshop will help those who support or lead teachers to close the gap between the ideal of research-based practices and the actual implementation of positive classroom management. Administrators will learn guidelines for setting expectations and assisting teachers in meeting them, and consultants will learn how they can use the skills they already have to assist teachers in a non-evaluative context. In order to develop great teachers, coaching is an essential element.	Teacher Collaboration, Professional Learning, Walkthrough			11/13/2018	11/13/2018	\$261	NEMS principal and behavior staff
Parent Liaison	Parent liaisons support parents by: <ul style="list-style-type: none"> <li>• Facilitating communication between home and school</li> <li>• Broadening teacher and staff understanding of each student, each student's interests and needs</li> <li>• Sharing strategies to use in the home that support school success</li> <li>• Connecting parents with the school by providing information about the school and its programs</li> <li>• Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary</li> <li>• Organizing parent forums that build upon parents' strengths in supporting their children's learning</li> <li>• Working with "focus families" identified by a student's academic performance and/or perceived needs.</li> </ul>	Parent Involvement			08/27/2013	06/12/2019	\$32918	Director of Curriculum, Principals
CHAMPS Training	New teachers will utilize CHAMPS training videos and materials to learn how to implement classroom management that is practiced by the district. Principals and instructional coaches will guide them through this training. New teachers at Green Meadow and North Elementary will attend KRESA CHAMPS training.	Professional Learning		Implement	09/09/2013	06/12/2019	\$3717	Principals and Instructional Coaches
MDOT	Science Staff will attend professional development put on by the Michigan Department of Transportation to learn how to teach TRAC modules. This will enhance their ability to incorporate engineering into their STEM curriculum.	Professional Learning		Getting Ready	08/07/2014	08/08/2014	\$0	Administrators and Science Teachers
Science/Social Studies Text Structures and Features	Instructional Coaches will continue to work with staff on explicitly teaching non-fiction text structures and writing to text.	Professional Learning		Implement	08/20/2014	06/10/2016	\$500	Instructional Coaches

## District Improvement Plan

Comstock Public Schools

Michigan Council on Social Studies & Economics Conference	Teachers will attend the MCSS conference to gain new ideas to improve instruction in social studies, learn about new resources, and network with colleagues by sharing lessons.	Professional Learning			04/28/2017	06/12/2019	\$1573	NEMS Social Studies Teacher
Substitutes	We will hire substitutes for teachers to attend PLC's as needed. We will hire substitutes for teachers to complete peer observations.	Professional Learning			09/12/2016	06/12/2019	\$1202	Principals and Teachers
Online Math Assessments	Students will take all math assessments online to prepare them for the upcoming state assessments. This will also allow staff to compile and analyze data efficiently. In addition, parents and students will have immediate access to assessment results.	Technology			09/03/2013	06/12/2019	\$0	All staff
REWARDS Intervention Training	Identified staff members will attend professional development for REWARDS intervention as needed.	Professional Learning			12/03/2014	12/03/2014	\$190	Identified Staff
Project Lead the Way	NEMS Computers teacher will attend training on STEM Units provided by Project Lead the Way. (Design and Modeling)	Professional Learning			07/18/2018	07/20/2018	\$0	NEMS Principal, Director of Curriculum, and Computer Teacher
Advisory Class	Teachers will have an advisory period each day where they will make personal connections with students and instruct them on test-taking strategies, and utilize the SRA Laboratories to increase reading levels.	Direct Instruction			09/03/2013	06/30/2018	\$0	Principal, Instructional Coach and Teachers
IXL & Moby Max	All students, K-8, will receive an IXL or Moby Max account to use at school, at home, and during the summer. IXL is a comprehensive math and language arts review site with an unlimited number of practice questions in hundreds of skills—all of which are aligned to state standards. Parents are able to see their child's progress and celebrate their achievements. Moby Max helps struggling learners quickly catch up to grade level and close learning gaps in all subjects, for all students.	Academic Support Program	Tier 1	Implement	01/26/2015	06/12/2019	\$10000	K-8 Instructional Team, Teachers, and Parents



**District Improvement Plan**

Comstock Public Schools

<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professional Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$66743</p>	<p>Administrators and Teachers</p>
<p>IXL &amp; Moby Max</p>	<p>All students will receive an IXL and/or Moby Max account for grades K-8. (Please read the description and funding deatil under math.)</p>	<p>Academic Support Program</p>	<p>Tier 1</p>		<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$0</p>	<p>All staff</p>
<p>TCI</p>	<p>K-5 Classrooms at North and Green Meadow will implement the TCI Science series that is aligned to the Next Generation Science Standards. Staff will receive Professional Development on the implementaiton of the new program. Report Cards will be updated to reflect mastery of the standards, and schedules will be created to ensure all science standards are taught at each grade level.</p>	<p>Professional Learning, Curriculum Development</p>			<p>06/23/2015</p>	<p>06/10/2016</p>	<p>\$83000</p>	<p>Administrators and Teaching Staff</p>

## District Improvement Plan

Comstock Public Schools

Math Curriculum Work	Staff will work on the curriculum to make required updates and enhance the learning experience for students. Curriculum work will include the following: CHS: Precalculus NEMS: Big Ideas Pilot STEM: Grade Book Alignment to CCSS, and Illuminate CCSS Alignment	Curriculum Development			06/29/2015	09/29/2017	\$603	Curriculum Director and Math Department Heads
NWEA Training	New teachers will be trained on how to use the Des Cartes reports to provide instruction to students at their individual level according to the NWEA results.	Professional Learning			10/05/2015	06/12/2019	\$144	Principal, Teachers
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans.	Materials			12/01/2016	06/12/2019	\$18000	Director of Curriculum, Principals and Instructional Coaches
Big Ideas Training and Pilot	Math Department will be trained to use the Big Ideas Algebra I, II and Geometry program at Compass. NEMS will pilot Big Ideas for grades 6-8.	Academic Support Program, Professional Learning, Curriculum Development, Direct Instruction			09/04/2018	06/12/2019	\$2500	Curriculum Director, Principal and Math Department Head
KRESA Writing Three-Dimensional Science Assessments	Participants in this series will examine assessment items that are Michigan Science Standards aligned. They will learn how to write assessments that are aligned with the 3-Dimensional vision of the Michigan Science Standards.  Learner Outcomes 1. Create a variety of formative and summative assessment to measure student learning and growth.	Professional Learning			12/05/2018	12/06/2018	\$1411	NEMS Principal, NEMS Science Department Head
MAEA Fall Conference	The 2018 Michigan Art Education Association (MAEA) Annual Conference theme is Art for Everyone. Our mission is to equip Michigan's art educators with resources and strategies to provide a supportive art experience for students with special needs, thereby enriching learning for all students. Guest speakers and presenters will share their knowledge from the special education field and address other areas impacting students such as trauma, gender identity, and socio-economic status. T	Professional Learning			10/08/2018	10/26/2018	\$342	CHS Principal and Art Teacher

## District Improvement Plan

Comstock Public Schools

MIP (Math Improvement Plans for Students)	Students who score below the 65 percentile on the NWEA in math will be placed on a MIP (Math Improvement Plan). Students will be tested three times a year, and parents will be required to meet with school staff and complete a home math plan each time their student qualifies. Teachers will be compensated to hold additional parent conferences to discuss the academic needs of their students regarding math.	Academic Support Program, Parent Involvement			09/04/2018	06/12/2019	\$10000	Director of Curriculum, Instruction and Assessment, building Principals, Instructional Coaches and Teachers
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### North Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$230000	Director of Curriculum, Instruction, and Assessment; Principals
Instructional Coach	Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-5.	Academic Support Program			09/03/2013	06/12/2019	\$115356	Principals, Instructional Coaches, and Teachers
Wonders Training	New K-5 Teachers will receive training on the new Wonders Reading Series.	Professional Learning			06/14/2016	06/12/2019	\$4000	Director of Curriculum, Instruction, and Assessment; Principals; and Teachers

## District Improvement Plan

Comstock Public Schools

MACUL	Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.	Professional Learning			03/15/2017	06/12/2019	\$4900	Principals and Teachers
KRESA Active Engagement	Teachers who need to increase their student engagement will attend this conference.	Professional Learning			03/24/2014	06/12/2019	\$901	Green Meadow Teachers
Parent Liaison	<p>Parent liaisons support parents by:</p> <ul style="list-style-type: none"> <li>• Facilitating communication between home and school</li> <li>• Broadening teacher and staff understanding of each student, each student's interests and needs</li> <li>• Sharing strategies to use in the home that support school success</li> <li>• Connecting parents with the school by providing information about the school and its programs</li> <li>• Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary</li> <li>• Organizing parent forums that build upon parents' strengths in supporting their children's learning</li> <li>• Working with "focus families" identified by a student's academic performance and/or perceived needs.</li> </ul>	Parent Involvement			08/27/2013	06/12/2019	\$32918	Director of Curriculum, Principals
CHAMPS Training	New teachers will utilize CHAMPS training videos and materials to learn how to implement classroom management that is practiced by the district. Principals and instructional coaches will guide them through this training. New teachers at Green Meadow and North Elementary will attend KRESA CHAMPS training.	Professional Learning		Implement	09/09/2013	06/12/2019	\$3717	Principals and Instructional Coaches
Science/Social Studies Text Structures and Features	Instructional Coaches will continue to work with staff on explicitly teaching non-fiction text structures and writing to text.	Professional Learning		Implement	08/20/2014	06/10/2016	\$500	Instructional Coaches
Science/Social Studies Text Structures and Features PD	For New Staff: Instructional Coaches will prepare and present professional development on science and social studies text structures using the resource, Common Core: Writing to Texts.	Professional Learning			09/02/2014	06/12/2019	\$0	Administrators and Instructional Coaches
KRESA Early Stage Interventions	Staff will learn how to use six different interventions designed to be a starting place in dealing with student misbehavior that hasn't responded to traditional or standard classroom management practices. Each intervention builds upon the previous, if the previous was not effective. These interventions are tools that any teacher can keep in his or her "bag of tricks."	Professional Learning			11/10/2014	11/10/2014	\$640	North Teachers

## District Improvement Plan

Comstock Public Schools

Online Math Assessments	Students will take all math assessments online to prepare them for the upcoming state assessments. This will also allow staff to compile and analyze data efficiently. In addition, parents and students will have immediate access to assessment results.	Technology			09/03/2013	06/12/2019	\$0	All staff
Behavior Coaches	Green Meadow and North Elementary will hire a Behavior coach to assist the staff with positive behavior support and the implementation of school-wide supports that include the development of behavior plans for students.	Behavioral Support Program			09/08/2015	06/12/2019	\$150000	Principals
IXL & Moby Max	All students, K-8, will receive an IXL or Moby Max account to use at school, at home, and during the summer. IXL is a comprehensive math and language arts review site with an unlimited number of practice questions in hundreds of skills—all of which are aligned to state standards. Parents are able to see their child's progress and celebrate their achievements. Moby Max helps struggling learners quickly catch up to grade level and close learning gaps in all subjects, for all students.	Academic Support Program	Tier 1	Implement	01/26/2015	06/12/2019	\$10000	K-8 Instructional Team, Teachers, and Parents

**District Improvement Plan**

Comstock Public Schools

<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professiona l Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$66743</p>	<p>Administrat ors and Teachers</p>
<p>TCI</p>	<p>K-5 Classrooms at North and Green Meadow will implement the TCI Science series that is aligned to the Next Generation Science Standards. Staff will receive Professional Development on the implementaiton of the new program. Report Cards will be updated to reflect mastery of the standards, and schedules will be created to ensure all science standards are taught at each grade level.</p>	<p>Professiona l Learning, Curriculum Developme nt</p>			<p>06/23/2015</p>	<p>06/10/2016</p>	<p>\$83000</p>	<p>Administrat ors and Teaching Staff</p>
<p>Provide books to students and parents</p>	<p>We will provide books to K-8 students and parents to help students achieve their home reading plans.</p>	<p>Materials</p>			<p>12/01/2016</p>	<p>06/12/2019</p>	<p>\$18000</p>	<p>Director of Curriculum, Principals and Instructiona l Coaches</p>

## District Improvement Plan

Comstock Public Schools

IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Pay teachers to meet with parents of the K-5 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans.	Parent Involvement			02/01/2017	06/12/2019	\$7000	Director of Curriculum, Principals and Staff
KRESA Teacher Leader Training	When leaders are transparent learners, everyone in the schoolhouse benefits. This exciting and interactive session will help you with every step of the process. We will dive deep into strategies to be transparent and vulnerable learners with our staff, and share ideas to be reflective learners through blogging, journaling, podcasts and/or video. The extended length session will allow us an opportunity to write a reflection of recent learning that you can post on your own blog. In addition, this session will utilize new tools to use in staff meetings to model what we are looking for in the classroom.	Professional Learning			07/17/2018	06/12/2019	\$85	North Instructional Coach
KRESA Cognitive Coaching	Coaches and literacy leaders will establish a learning continuum of the Essential Instructional Practices, coaching systems and data collection tools in this monthly meeting. Participants will celebrate and problem solve around strengths and challenges within their school community, and develop an action plan and next steps within the next learning cycle.	Professional Learning			07/18/2018	06/12/2019	\$85	New Behavior Coach at North Elementary
Blair Lake Camp for Staff Leader in Me Training	North Staff will be trained in Leader in Me at Blair Lake Campground. They will be trained in classroom management, synergizing, teaching kids with trauma, using different techniques to teaching children in poverty, team building, and grade level collaboration.	Professional Learning			07/10/2018	08/31/2018	\$2000	North Principal
MIP (Math Improvement Plans for Students)	Students who score below the 65 percentile on the NWEA in math will be placed on a MIP (Math Improvement Plan). Students will be tested three times a year, and parents will be required to meet with school staff and complete a home math plan each time their student qualifies. Teachers will be compensated to hold additional parent conferences to discuss the academic needs of their students regarding math.	Academic Support Program, Parent Involvement			09/04/2018	06/12/2019	\$10000	Director of Curriculum, Instruction and Assessment, building Principals, Instructional Coaches and Teachers

### Green Meadow Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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## District Improvement Plan

Comstock Public Schools

Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$230000	Director of Curriculum, Instruction, and Assessment; Principals
Instructional Coach	Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
Title I Reading Highly Qualified Teacher	Title I Reading Teachers will provide supplementary instruction to students who are reading below grade level.	Academic Support Program	Tier 3		09/04/2018	06/12/2019	\$125000	Title I Director, Principal and Teachers
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-5.	Academic Support Program			09/03/2013	06/12/2019	\$115356	Principals, Instructional Coaches, and Teachers
Wonders Training	New K-5 Teachers will receive training on the new Wonders Reading Series.	Professional Learning			06/14/2016	06/12/2019	\$4000	Director of Curriculum, Instruction, and Assessment; Principals; and Teachers
MACUL	Teachers will attend the MACUL Conference to learn ways to incorporate technology in their instruction.	Professional Learning			03/15/2017	06/12/2019	\$4900	Principals and Teachers
KRESA Active Engagement	Teachers who need to increase their student engagement will attend this conference.	Professional Learning			03/24/2014	06/12/2019	\$901	Green Meadow Teachers
KRESA Functional Behavior Assessment Plans	New Staff will be trained on how to write Functional Behavior Assessment Plans. NEMS Special Education Staff will attend KRESA Introduction to Practical FBA: K-12. Green Meadow Behavior Staff will attend KRESA FBA-Going Deeper.	Professional Learning			09/18/2014	06/12/2019	\$1241	Principals



## District Improvement Plan

Comstock Public Schools

Parent Liaison	<p>Parent liaisons support parents by:</p> <ul style="list-style-type: none"> <li>• Facilitating communication between home and school</li> <li>• Broadening teacher and staff understanding of each student, each student's interests and needs</li> <li>• Sharing strategies to use in the home that support school success</li> <li>• Connecting parents with the school by providing information about the school and its programs</li> <li>• Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary</li> <li>• Organizing parent forums that build upon parents' strengths in supporting their children's learning</li> <li>• Working with "focus families" identified by a student's academic performance and/or perceived needs.</li> </ul>	Parent Involvement			08/27/2013	06/12/2019	\$32918	Director of Curriculum, Principals
CHAMPS Training	<p>New teachers will utilize CHAMPS training videos and materials to learn how to implement classroom management that is practiced by the district. Principals and instructional coaches will guide them through this training.</p> <p>New teachers at Green Meadow and North Elementary will attend KRESA CHAMPS training.</p>	Professional Learning		Implement	09/09/2013	06/12/2019	\$3717	Principals and Instructional Coaches
Science/Social Studies Text Structures and Features	<p>Instructional Coaches will continue to work with staff on explicitly teaching non-fiction text structures and writing to text.</p>	Professional Learning		Implement	08/20/2014	06/10/2016	\$500	Instructional Coaches
Science/Social Studies Text Structures and Features PD	<p>For New Staff: Instructional Coaches will prepare and present professional development on science and social studies text structures using the resource, Common Core: Writing to Texts.</p>	Professional Learning			09/02/2014	06/12/2019	\$0	Administrators and Instructional Coaches
Online Math Assessments	<p>Students will take all math assessments online to prepare them for the upcoming state assessments. This will also allow staff to compile and analyze data efficiently. In addition, parents and students will have immediate access to assessment results.</p>	Technology			09/03/2013	06/12/2019	\$0	All staff
Behavior Coaches	<p>Green Meadow and North Elementary will hire a Behavior coach to assist the staff with positive behavior support and the implementation of school-wide supports that include the development of behavior plans for students.</p>	Behavioral Support Program			09/08/2015	06/12/2019	\$150000	Principals

**District Improvement Plan**

Comstock Public Schools

IXL & Moby Max	All students, K-8, will receive an IXL or Moby Max account to use at school, at home, and during the summer. IXL is a comprehensive math and language arts review site with an unlimited number of practice questions in hundreds of skills—all of which are aligned to state standards. Parents are able to see their child's progress and celebrate their achievements. Moby Max helps struggling learners quickly catch up to grade level and close learning gaps in all subjects, for all students.	Academic Support Program	Tier 1	Implement	01/26/2015	06/12/2019	\$10000	K-8 Instructional Team, Teachers, and Parents
The Leader in Me by Franklin Covey	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	Professional Learning		Implement	01/26/2015	06/12/2019	\$66743	Administrators and Teachers
IXL & Moby Max	All students will receive an IXL and/or Moby Max account for grades K-8. (Please read the description and funding deatil under math.)	Academic Support Program	Tier 1		01/26/2015	06/12/2019	\$0	All staff

## District Improvement Plan

Comstock Public Schools

TCI	K-5 Classrooms at North and Green Meadow will implement the TCI Science series that is aligned to the Next Generation Science Standards. Staff will receive Professional Development on the implementation of the new program. Report Cards will be updated to reflect mastery of the standards, and schedules will be created to ensure all science standards are taught at each grade level.	Professional Learning, Curriculum Development			06/23/2015	06/10/2016	\$83000	Administrators and Teaching Staff
DIBELS Training	Instructional Coaches and New Teachers will be trained on reading the results of this assessment and how to progress monitor students until they are benchmark readers. They will also learn about interventions that can be used to increase students reading fluency and comprehension	Professional Learning			09/16/2015	06/12/2019	\$544	Principals, Instructional Coach, and Teachers
NWEA Training	New teachers will be trained on how to use the Des Cartes reports to provide instruction to students at their individual level according to the NWEA results.	Professional Learning			10/05/2015	06/12/2019	\$144	Principal, Teachers
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans.	Materials			12/01/2016	06/12/2019	\$18000	Director of Curriculum, Principals and Instructional Coaches
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Pay teachers to meet with parents of the K-5 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans.	Parent Involvement			02/01/2017	06/12/2019	\$7000	Director of Curriculum, Principals and Staff
Project Based Learning K-5 Social Studies	All K-5 Classrooms will be required to complete two Project Based Learning Lessons during the school year to teach the C3 Standard of Public Discourse, Decision Making, and Citizen Involvement (P3, P4). It will also be required that the ELA CCSS of Speaking and Listening and Presentation of Knowledge will be taught and assessed as part of the culmination of the projects. Students will have the following options for presentation: <input type="checkbox"/> Google Slide Presentation <input type="checkbox"/> Letter to Relevant Audience <input type="checkbox"/> Play or Skit <input type="checkbox"/> Artistic Representation/Model <input type="checkbox"/> Brochure/Postcard	Professional Learning, Curriculum Development, Direct Instruction			07/10/2018	06/12/2019	\$8000	Director of Curriculum, Principals, Instructional Coaches, and Teachers

**District Improvement Plan**

Comstock Public Schools

<p>Trauma Training by Trauma Star Co</p>	<p>Violence leads to trauma; unhealed trauma leads to recurring violence against self and others. But it doesn't have to be that way. Individuals and communities can learn skills for addressing trauma, healing relationships, and building resilience which improves the well-being of all. Originally developed for community leaders after the attacks of 9/11 in New York, Washington, and Pennsylvania, STAR now prepares leaders to address the effects of all forms of trauma in their organizations and communities.</p> <p>By attending one of our five-day seminars, you'll be equipped with strategies to address your own and your community's trauma and to develop resilience in yourself and others. In this educational setting, you will learn about the latest trauma healing research from the fields of neurobiology, psychology, restorative justice, conflict transformation, peacebuilding, and religion/spirituality.</p> <p>Community and organizational leaders will increase their capacity to recognize and respond to:</p> <p>Common responses to trauma: emotional, cognitive, physical, spiritual, behavioral          The need to transform trauma: breaking the cycles of victimhood &amp; violence          Trauma intervention for individuals, communities, and societies          Self-care for leaders and caregivers          Restorative justice as a response to trauma—reconciling victims and offenders</p>	<p>Professional Learning</p>			<p>07/27/2018</p>	<p>06/12/2019</p>	<p>\$2500</p>	<p>Principal at Green Meadow</p>
<p>MIP (Math Improvement Plans for Students)</p>	<p>Students who score below the 65 percentile on the NWEA in math will be placed on a MIP (Math Improvement Plan). Students will be tested three times a year, and parents will be required to meet with school staff and complete a home math plan each time their student qualifies. Teachers will be compensated to hold additional parent conferences to discuss the academic needs of their students regarding math.</p>	<p>Academic Support Program, Parent Involvement</p>			<p>09/04/2018</p>	<p>06/12/2019</p>	<p>\$10000</p>	<p>Director of Curriculum, Instruction and Assessment, building Principals, Instructional Coaches and Teachers</p>

**Comstock North Elementary School**

## District Improvement Plan

Comstock Public Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
IXL & Moby Max	All students, K-8, will receive an IXL or Moby Max account to use at school, at home, and during the summer. IXL is a comprehensive math and language arts review site with an unlimited number of practice questions in hundreds of skills—all of which are aligned to state standards. Parents are able to see their child's progress and celebrate their achievements. Moby Max helps struggling learners quickly catch up to grade level and close learning gaps in all subjects, for all students.	Academic Support Program	Tier 1	Implement	01/26/2015	06/12/2019	\$10000	K-8 Instructional Team, Teachers, and Parents
IXL & Moby Max	All students will receive an IXL and/or Moby Max account for grades K-8. (Please read the description and funding detail under math.)	Academic Support Program	Tier 1		01/26/2015	06/12/2019	\$0	All staff
TCI	K-5 Classrooms at North and Green Meadow will implement the TCI Science series that is aligned to the Next Generation Science Standards. Staff will receive Professional Development on the implementation of the new program. Report Cards will be updated to reflect mastery of the standards, and schedules will be created to ensure all science standards are taught at each grade level.	Professional Learning, Curriculum Development			06/23/2015	06/10/2016	\$83000	Administrators and Teaching Staff
DIBELS Training	Instructional Coaches and New Teachers will be trained on reading the results of this assessment and how to progress monitor students until they are benchmark readers. They will also learn about interventions that can be used to increase students reading fluency and comprehension	Professional Learning			09/16/2015	06/12/2019	\$544	Principals, Instructional Coach, and Teachers
NWEA Training	New teachers will be trained on how to use the Des Cartes reports to provide instruction to students at their individual level according to the NWEA results.	Professional Learning			10/05/2015	06/12/2019	\$144	Principal, Teachers

## District Improvement Plan

Comstock Public Schools

Project Based Learning K-5 Social Studies	All K-5 Classrooms will be required to complete two Project Based Learning Lessons during the school year to teach the C3 Standard of Public Discourse, Decision Making, and Citizen Involvement (P3, P4). It will also be required that the ELA CCSS of Speaking and Listening and Presentation of Knowledge will be taught and assessed as part of the culmination of the projects. Students will have the following options for presentation: <input type="checkbox"/> Google Slide Presentation <input type="checkbox"/> Letter to Relevant Audience <input type="checkbox"/> Play or Skit <input type="checkbox"/> Artistic Representation/Model <input type="checkbox"/> Brochure/Postcard	Professional Learning, Curriculum Development, Direct Instruction			07/10/2018	06/12/2019	\$8000	Director of Curriculum, Principals, Instructional Coaches, and Teachers
KRESA Restorative Classroom Practices	This session has been developed to be practical and powerful. All participants will learn to understand restorative justice philosophy, facilitate community building and classroom circles, and engage in informal restorative conversation with students. Designed for teachers and administrators alike, the facilitators will give educators the tools they need to begin to incorporate restorative justice philosophy into their work.	Professional Learning			07/10/2018	06/12/2019	\$85	North Behavior Staff

## Comstock High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coach	Each Building will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$230000	Director of Curriculum, Instruction, and Assessment; Principals

## District Improvement Plan

Comstock Public Schools

SAT & PSAT Prep	CHS & Compass staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class. Each semester, teachers will assign weekly SAT vocabulary, usage and mechanics prompts, and essay writing that is assessed with the 6 Traits of Writing Rubric. Kahn Academy will create an online plan for each student that is individualized to their results. Students will follow the Khan Academy plans to help them prepare for the Spring Assessment the state requires each Spring. 8th grade teachers at NEMS and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Professional Learning, Direct Instruction	Tier 1		09/08/2015	06/30/2018	\$3000	High School Principal and School Improvement Team
Instructional Coach	Each Title I Building and Comstock High School will have an Instructional Coach that will coach the teachers on research-based instructional routines and assist them with analyzing their formative and summative assessments in order to make data-based decisions about their future instruction.	Academic Support Program			09/03/2013	06/12/2019	\$150000	Director of Curriculum, Instruction, and Assessment; Principals; and Instructional Coaches
SAT Prep	CHS staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class.	Academic Support Program	Tier 1		08/27/2013	06/12/2019	\$0	High School Principal and School Improvement Team
MSTA Conference	Secondary Science Teachers will attend MSTA to learn about how to teach the Next Generation Science Standards.	Professional Learning			03/24/2017	06/30/2018	\$842	Science Teachers and Administration

## District Improvement Plan

Comstock Public Schools

AP Biology	The AP Biology teacher will attend training to learn best practice for teaching the AP Biology content, collaborate with other AP teachers, and receive updates. Inquiry-based labs allow students to engage in science practices that require them to think and act like scientists. In this workshop, you will focus on understanding inquiry and its place in the classroom. You will analyze how traditional labs differ from inquiry-based labs and learn strategies for modifying traditional, "cookbook" labs to make them inquiry-based. In addition, you will have an opportunity to plan how you will transition your curriculum to focus on inquiry. After this workshop, you will be able to confidently create and implement inquiry-based labs.	Professional Learning		Implement	10/28/2014	09/05/2018	\$834	AP Biology Teacher
BCCE Chemical Education	Science teacher will attend this conference to increase her knowledge about chemical education.	Professional Learning		Implement	08/03/2014	08/07/2014	\$800	Charlene Dailey
South Western Science Instructors of Michigan Meeting	Science teachers will attend this meeting to collaborate with other science professionals.	Professional Learning		Implement	11/03/2014	11/03/2014	\$200	CHS Science staff
AP US History and Government Training	AP US History and Government teachers will attend a conference to increase knowledge in AP curriculum and instruction.	Professional Learning			10/28/2016	06/12/2019	\$1016	AP US History and Government Teacher
Michigan Council on Social Studies & Economics Conference	Teachers will attend the MCSS conference to gain new ideas to improve instruction in social studies, learn about new resources, and network with colleagues by sharing lessons.	Professional Learning			04/28/2017	06/12/2019	\$1573	NEMS Social Studies Teacher
K-5 C3 Social Studies Curriculum Work	Social Studies Teachers will update curriculum maps and assessments.	Professional Learning, Curriculum Development		Getting Ready	07/03/2018	09/03/2018	\$500	Social Studies Department
Substitutes	We will hire substitutes for teachers to attend PLC's as needed. We will hire substitutes for teachers to complete peer observations.	Professional Learning			09/12/2016	06/12/2019	\$1202	Principals and Teachers



## District Improvement Plan

Comstock Public Schools

<p>The Leader in Me by Franklin Covey</p>	<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow thier school to become a "Leader in Me" school, including the setting of goals, measuring progress, and displaying achievement data for all stakeholders to see.</p> <p>Leader in Me Field Guides will be purchased for all students. All families and staff in the district will receive copies of "The Seven Habits of Highly Effective Families."</p> <p>Middle School Staff will receive an additional two day booster training due to the high number of new staff.</p> <p>Eight parents/community members will be trained to be training facilitators for parents.</p> <p>The Board of Education will be trained in the Summer of 2018.</p> <p>Principals will attend Leader in Me Principal Training.</p> <p>Instructional Coaches will attend Leader in Me Coach training.</p> <p>Teachers and CHS Students will attend Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	<p>Professiona I Learning</p>		<p>Implement</p>	<p>01/26/2015</p>	<p>06/12/2019</p>	<p>\$66743</p>	<p>Administrat ors and Teachers</p>
<p>Math Curriculum Work</p>	<p>Staff will work on the curriculum to make required updates and enhance the learning experience for students. Curriculum work will include the following: CHS: Precalculus NEMS: Big Ideas Pilot STEM: Grade Book Alignment to CCSS, and Illuminate CCSS Alignment</p>	<p>Curriculum Developme nt</p>			<p>06/29/2015</p>	<p>09/29/2017</p>	<p>\$603</p>	<p>Curriculum Director and Math Department Heads</p>
<p>Big Ideas Training and Pilot</p>	<p>Math Department will be trained to use the Big Ideas Algebra I, II and Geometry program at Compass. NEMS will pilot Big Ideas for grades 6-8.</p>	<p>Academic Support Program, Professiona I Learning, Curriculum Developme nt, Direct Instruction</p>			<p>09/04/2018</p>	<p>06/12/2019</p>	<p>\$2500</p>	<p>Curriculum Director, Principal and Math Department Head</p>

## District Improvement Plan

Comstock Public Schools

NGSX Training and Coaching from KRESA	New staff will be trained in the Next Generation Science Standards. A science specialist from KRESA will be hired to work with the teachers at CHS on the implementation of the new standards.	Professional Learning			08/14/2018	06/12/2019	\$9000	Director of Curriculum, CHS Principal, Instructional Coach and Science Department
Highly Qualified Math Instructor SAT PD for staff and students	CHS will hire a Highly Qualified math instructor for \$100/day for 10 days to train our teachers on how to provide SAT prep to our juniors through lesson planning, co-teaching and modeling.	Academic Support Program			03/01/2019	04/08/2019	\$1440	Principal, Math department head
MAEA Fall Conference	The 2018 Michigan Art Education Association (MAEA) Annual Conference theme is Art for Everyone. Our mission is to equip Michigan's art educators with resources and strategies to provide a supportive art experience for students with special needs, thereby enriching learning for all students. Guest speakers and presenters will share their knowledge from the special education field and address other areas impacting students such as trauma, gender identity, and socio-economic status. T	Professional Learning			10/08/2018	10/26/2018	\$342	CHS Principal and Art Teacher

## Comstock Compass High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
SAT & PSAT Prep	CHS & Compass staff will incorporate SAT Prep into each day of instruction and plan their instruction based on the assessment results for the students in each class. Each semester, teachers will assign weekly SAT vocabulary, usage and mechanics prompts, and essay writing that is assessed with the 6 Traits of Writing Rubric. Kahn Academy will create an online plan for each student that is individualized to their results. Students will follow the Khan Academy plans to help them prepare for the Spring Assessment the state requires each Spring. 8th grade teachers at NEMS and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Professional Learning, Direct Instruction	Tier 1		09/08/2015	06/30/2018	\$3000	High School Principal and School Improvement Team

## District Improvement Plan

Comstock Public Schools

MCTM	The Michigan Council of Teachers of Mathematics provides public voice and leadership to support and advance high quality teaching and learning of mathematics.	Professional Learning			07/26/2016	06/12/2019	\$3099	Six STEM teachers (K-8) One Compass teacher (9-12)
MCTE Conference	Compass ELA teacher will attend the MCTE Conference at MSU.	Professional Learning			09/05/2018	06/12/2019	\$1019	ELA Department at Compass
MRA Conference	Compass High School will send two ELA teachers to the Michigan Reading Association Conference to learn alternative ways to deliver best practice instruction. STEM Academy will send one teacher to the Summer Literature Conference in Bellaire, MI.	Professional Learning			03/18/2016	06/12/2019	\$2184	Compass High School Principal and ELA Teachers
MAEO Conference	Compass High School will send a teacher to the Michigan Alternative Education Organization training to learn new ways to deliver alternative education to students.	Professional Learning			04/27/2016	06/30/2018	\$550	Compass High School Principal and Teacher
Big Ideas Training and Pilot	Math Department will be trained to use the Big Ideas Algebra I, II and Geometry program at Compass. NEMS will pilot Big Ideas for grades 6-8.	Academic Support Program, Professional Learning, Curriculum Development, Direct Instruction			09/04/2018	06/12/2019	\$2500	Curriculum Director, Principal and Math Department Head