



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)

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Overview

Plan Name

2019-20 Comstock Public Schools 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: 6 Activities: 19	Academic	\$517656
2	All students will be proficient in reading and writing.	Objectives: 1 Strategies: 3 Activities: 17	Academic	\$673095
3	All students will be proficient in science.	Objectives: 1 Strategies: 4 Activities: 10	Academic	\$89976
4	All students will be proficient in social studies.	Objectives: 1 Strategies: 3 Activities: 5	Academic	\$7589
5	All students will be college and career ready and socially responsible.	Objectives: 1 Strategies: 6 Activities: 33	Academic	\$884557

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	06/18/2021	\$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	06/18/2021	\$12000	General Fund, Section 31a	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 and Teachers 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 will support staff and students. Schools: All Schools	Academic Support Program	Tier 3		09/03/2013	06/18/2021	\$46500	Section 31a, General Fund	Assistant Superintendent; ESL Coordinator; Principals; Teachers
Activity - Instructional Coaching	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional Coaches 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, Comstock Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Academic Support Program			09/03/2013	06/25/2021	\$230000	Title I Part A, Section 31a	Assistant Superintendent; Principals
Activity - Title I Math Highly Qualified Teacher	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The students who display the highest need in math, will have additional math interventions taught by the Title I Math Teacher until their assessments show improvement. Schools: Comstock Elementary School, Northeast Middle School, North Elementary School	Academic Support Program	Tier 3		09/05/2019	06/18/2021	\$52701	Title I Part A	Principal, Teachers
Activity - Moby Max	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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 Elementary School, Comstock North Elementary School, Northeast Middle School, North Elementary School	Academic Support Program	Tier 1	Implement	09/05/2018	06/18/2021	\$10000	Title I Part A	K-8 Instructional Team, Teachers, and Parents
Activity - Purchase Graphing Calculators and Math Manipulatives	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Purchase Graphing Calculators and Math Manipulatives for at-risk students Schools: All Schools	Materials			12/01/2016	06/26/2020	\$1000	Section 31a	Curriculum Director and Math Department Heads
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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: Comstock Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Academic Support Program, Parent Involvement			09/04/2018	06/18/2021	\$10000	Title I Part A	Assistant Superintendent, building Principals, Instructional Coaches and Teachers

Activity - Math Recovery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Fifth and Sixth grade teachers will attend Math Recovery Training, which is a intervention for students who are struggling with math. This intervention will be used during small group instruction. Mike Valier, Math Recovery Specialist, will provide on-site coaching and training as needed. Schools: All Schools	Academic Support Program			07/02/2019	06/18/2021	\$5000	Title II Part A	Principals, Instructional Coaches, 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!:

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<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:

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

Tier:

Activity - 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 5 days of support to the math teachers at Comstock Elementary School, 10 days at Comstock Middle School and a training for the STEM Academy staff. Schools: Northeast Middle School, STEM Academy	Professional Learning			09/04/2019	06/18/2021	\$14720	Title II Part A	Assistant Superintendent; 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, Behavioral Support Program, Professional Learning			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

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<p>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 Comstock Middle School and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.</p> <p>Schools: Comstock High School, Northeast Middle School, STEM Academy, Comstock Compass High School</p>	Direct Instruction, Professional Learning	Tier 1		09/08/2015	06/18/2021	\$3000	Title II Part A	Principals and School Improvement Teams
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Activity - AP Calculus Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Our AP calculus teacher will attend training to review best practice and content updates.</p> <p>Schools: Comstock High School</p>	Professional Learning		Monitor	10/28/2016	06/18/2021	\$275	Title II Part A	Traci Spada

Activity - Eureka Module Study	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will also be trained in how to implement the Eureka curriculum in their math block.</p> <p>Schools: Northeast Middle School, STEM Academy</p>	Professional Learning			08/19/2019	08/19/2019	\$1400	General Fund	Teachers, Instructional Coach, and Principal

Activity - MCTM	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The Michigan Council of Teachers of Mathematics provides public voice and leadership to support and advance high quality teaching and learning of mathematics.</p> <p>Schools: STEM Academy, Comstock Compass High School</p>	Professional Learning			07/26/2016	06/19/2020	\$3099	Title II Part A	Two STEM teachers (K-8)

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.

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Category: Learning Support Systems

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

http://www.educationworld.com/a_admin/admin/admin297.shtml

Tier:

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	06/19/2020	\$1202	Title II Part A, Title II Part A, Title II Part A	Principals and Teachers

Strategy 4:

iReady Math - All students in grades K-5 will have a new math curriculum that is aligned to common core state standards.

Category: Mathematics

Research Cited: <https://www.curriculumassociates.com/research-and-efficacy>

Tier: Tier 1

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: Comstock Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Technology			09/03/2013	06/19/2020	\$0	General Fund	All staff

Strategy 5:

Standards Based Report Cards - Students progress on the common core state standards for math will be reported on their report cards. The common core state standards demand more rigor, and reporting in this style will give students and parents more accurate feedback.

Category:

Research Cited: http://iris.lib.neu.edu/cgi/viewcontent.cgi?article=1015&context=education_theses&sei-redir=1&referer=http%3A%2F%2Fwww.google.com%2Furl%3Fsa%3Dt%26rct%3Dj%26q%3Dstandards%2520based%2520report%2520cards%2520research%26source%3Dweb%26cd%3D1%26ved%3D0CB8QFjAA%26url%3Dhttp%253A%252F%252Firis.lib.neu.edu%252Fcgi%252Fviewcontent.cgi%253Farticle%253D1015%2526context%253Deducation_theses%26ei%3DcN2qU5D5KNCYyASN-

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<http://www.tcnj.edu/~senate/resources/documents/GradesasValidMeasures.pdf>

Tier:

Activity - Report Card Alignment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will hire an instructional coach to align new curriculum to report cards. Schools: Comstock Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Curriculum Development			06/17/2013	06/19/2020	\$800	General Fund	Instructional Coaches, Assistant Superintendent

Strategy 6:

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>

Tier:

Activity - Math Curriculum Work	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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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
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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
ESL Support Paraprofessionals and Teachers 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	06/19/2020	\$81500	General Fund, Section 31a	Assistant Superintendent; ESL Coordinator

Activity - After School Tutoring and Transportation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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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	06/19/2020	\$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
Instructional Coaches 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, Comstock Elementary School, Northeast Middle School, North Elementary School, STEM Academy	Academic Support Program			09/03/2013	06/12/2019	\$150000	Title I Part A	Assistant Superintendent; 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	06/19/2020	\$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-8. Schools: Comstock Elementary School, Northeast Middle School, North Elementary School	Academic Support Program			09/03/2013	06/19/2020	\$115356	Title I Part A	Principals, Instructional Coaches, and Teachers
Activity - Moby Max	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will receive a Moby Max account for grades K-8 to help struggling learners quickly catch up to grade level and close learning gaps. Schools: Comstock Elementary School, Comstock North Elementary School, Northeast Middle School, STEM Academy	Academic Support Program	Tier 1		01/26/2015	06/19/2020	\$0	No Funding Required	All staff

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Activity - Chromebooks and PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>In 2015-16, Third and Eleventh grade students received daily interventions and practice keyboarding skills on a Chromebook to increase their chance of scoring proficient on the state assessment. Staff will receive daily support from a technology integration specialist, and students will also have time to work after school on the Chromebooks two days a week. In 2016-17 this pilot will be extended by adding additional Chromebook carts in all schools in the district. Specifically, second, third and fourth grade will complete all reading assessments online to prepare for the state assessment. Staff will be trained to help students use the chromebooks and to enhance their instruction. In 2017-18, all students will have access to chromebooks during the school day K-12.</p> <p>Schools: Comstock High School, Comstock Elementary School, Comstock North Elementary School, Comstock Compass High School</p>	Professional Learning, Technology			01/04/2016	06/19/2020	\$114000	Section 31a	Assistant Superintendent, Principals, Teachers, and Technology Department
Activity - Provide books to students and parents	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>We will provide books to K-8 students and parents to help students achieve their home reading plans. Students will be given the opportunity to choose what they would like to read to align with best practice.</p> <p>Schools: Comstock Elementary School, Northeast Middle School, North Elementary School, STEM Academy</p>	Materials			12/01/2016	06/19/2020	\$18000	Title I Part A, Section 31a	Director of Curriculum, Principals and Instructional Coaches
Activity - IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Meet with parents of the K-8 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans. Compensate teachers at the curriculum rate for any meetings outside of required meeting time.</p> <p>Schools: Comstock Elementary School, North Elementary School, STEM Academy</p>	Parent Involvement			02/01/2017	06/19/2020	\$7000	Title I Part A, Section 31a	Assistant Superintendent, Principals and Staff
Activity - Mentorships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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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	06/19/2020	\$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 and school 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	Assistant Superintendent, 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

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

Tier:

Activity - SAT Prep	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CHS, CMS, and STEM Middle School staff will incorporate SAT/PSAT 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	06/19/2020	\$0	No Funding Required	Principal and School Improvement Team

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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
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	06/19/2020	\$4197	Title II Part A	All Staff
Activity - SIOP Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
ESL staff will go through a SIOP training which teaches staff to build sustainable capacity and close the achievement gap for English Language Learners. Schools: All Schools	Professional Learning		Implement	07/17/2014	06/19/2019	\$790	Title II Part A	Assistant Superintendent, ELL Coordinator, and ESL Staff
Activity - MRA Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The STEM Academy will send an ELA teacher to the Michigan Reading Association Conference to learn how to amplify student voices. Schools: STEM Academy, Comstock Compass High School	Professional Learning			08/30/2019	08/30/2019	\$2184	Title II Part A, Title I Part A	STEM Principal and ELA Teacher
Activity - Essential Literacy Practices Audit, Training and Materials	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Assistant Superintendent worked with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings in 2018-19. A rubric based on Essential #3 of the Literacy Practices was used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation. All staff will receive School-Wide Essential Standards of Literacy Books. Schools: All Schools	Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Professional Learning			07/02/2018	06/26/2020	\$20460	Title II Part A, Section 31a, Section 31a	Assistant Superintendent, Principals, Instructional Coaches

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Strategy 3:

Curriculum Development - Staff will update curriculum to align to new materials, meet requirements and increase student engagement.

Category: English/Language Arts

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:

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, Enrichment, 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	06/19/2020	\$20000	General Fund	Principals, Teachers, Paraprofessionals, and the Transportation Department

District Improvement Plan

Comstock Public Schools

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>

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 Instructional Coach will 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	06/19/2020	\$50000	Section 31a	Assistant Superintendent and Principal

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

Tier:

Activity - MSTA Conference	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

Secondary Science Teachers will attend MSTTA 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	07/20/2019	\$842	Title II Part A	Science Teachers and Administration
Activity - AP Biology Training	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	06/19/2020	\$834	Title II Part A	AP Biology Teacher
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: Comstock 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. (App Creation and Computer Science). The STEM Academy teacher will attend Core Training for Automation and Robotics. Schools: Northeast Middle School	Professional Learning			07/24/2019	08/02/2019	\$0	No Funding Required	CMS Principal, Assistant Superintendent, Tech Department, and CMS Computer Teacher

District Improvement Plan

Comstock Public Schools

Activity - NGSX Training and Coaching	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. STEM elementary teachers will attend NGSX training at Kent ISD.</p> <p>Schools: Comstock High School</p>	Professional Learning			08/14/2018	06/19/2020	\$9000	Title II Part A	Assistant Superintendent, CHS and STEM Principal, Instructional Coach and Science Department

Activity - Project Based Learning Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Staff will attend PBL training at KRESA. 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"> 1. Develop a student directed project-based unit designed around your own curriculum 2. Receive support from Kalamazoo RESA consultants throughout the school year 3. Peer collaboration <p>Schools: All Schools</p>	Curriculum Development, Professional Learning			07/03/2018	06/26/2020	\$2400	Title II Part A	Assistant Superintendent, Principals and Teachers

District Improvement Plan

Comstock Public Schools

Activity - Forensic Science Summer Workshop	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
This hands-on class will focus in the following topics: Crime Scene Processing for Large Groups of Students Fingerprinting Techniques Blood Detection and Analysis Hair & Fiber Identification Chromatography of Inks Forensic Entomology DNA Analysis in the Forensic Science Classroom Forensic Analysis of Glass There will also be special presentations by guest speakers and experts in the Forensic Science field. Schools: All Schools	Academic Support Program	Tier 1		07/15/2019	07/19/2019	\$400	Title II Part A	CHS Principal, Science Teachers

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>

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

<http://www.teachtci.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	06/26/2020	\$6000	General Fund	Administrators and Teachers

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

Measurable Objective 1:

District Improvement Plan

Comstock Public Schools

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
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: Comstock Elementary School, North Elementary School	Professional Learning			09/02/2014	06/19/2020	\$0	Other	Administrators and Instructional Coaches
Activity - AP US History Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The AP US History teacher will attend a conference to increase knowledge in AP curriculum and instruction. Schools: Comstock High School	Professional Learning			10/28/2016	06/19/2020	\$1016	Title II Part A	CHS Principal; AP US History 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	06/19/2020	\$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

District Improvement Plan

Comstock Public Schools

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
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. Schools: All Schools	Direct Instruction			09/03/2013	06/12/2019	\$0	No Funding Required	Principals and Instructional Staff

Strategy 3:

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	06/19/2020	\$5000	General Fund	Administrators and Department Heads

Goal 5: All students will be college and career ready and socially responsible.

Measurable Objective 1:

District Improvement Plan

Comstock Public Schools

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, Staffing and Collaboration - 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

Key Staff will meet regularly to evaluate progress on Academics, Behavior and Technology.

Staff will utilize federal grants to support the supplemental needs of the students.

Category: Career and College Ready

Research Cited: 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
Teachers and Administrators 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	06/30/2020	\$50000	General Fund	Administrators and Instructional Staff

Activity - Strategic Planning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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

District Improvement Plan

Comstock Public Schools

Activity - K-12 District Behavior Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	Behavioral Support Program, Professional Learning			09/14/2015	06/26/2020	\$600	General Fund	Assistant Superintendent, Principals, and Behavior Staff
Activity - K-12 District Instructional Technology Team	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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	06/26/2020	\$500	General Fund	Director of Technology ; Assistant Superintendent; Building Representatives
Activity - Title I Director and Required Staff	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Title I Director will oversee all Title I, II, III, IV and at-risk programs inside the district, and with our non-public entities. The District will also assign a Foster Care Liaison and ESL Coordinator in order to be in compliance with the new law. Schools: All Schools	Policy and Process			07/01/2017	06/26/2020	\$10000	Title I Part A	Assistant Superintendent
Activity - K-12 District 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	Assistant Superintendent, Principals, 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.

District Improvement Plan

Comstock Public Schools

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

FBA:

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

Tier:

Activity - KRESA PD on PBIS, SEL and Trauma Informed Classrooms	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Comstock Elementary Staff will attend conferences on Positive Behavior Support (PBIS), Social Emotional Learning (SEL), and Aligning Initiatives. Staff will also attend training on Trauma Informed Classrooms. Schools: Comstock Elementary School, North Elementary School	Professional Learning			07/29/2019	06/26/2020	\$901	Title II Part A	Comstock Elementary Teachers
Activity - CHAMPS Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Schools: Comstock Elementary School, Northeast Middle School, North Elementary School	Professional Learning		Implement	09/09/2013	06/26/2020	\$3717	Title II Part A, Title II Part A	Principals and Instructional Coaches
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. Schools: All Schools	Professional Learning		Monitor	09/02/2014	06/26/2020	\$0	No Funding Required	All staff.

District Improvement Plan

Comstock Public Schools

Activity - Administrator Retreat	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Administrators will attend a summer retreat to analyze data and be trained on equality and inclusion. 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.</p> <p>Schools: All Schools</p>	Professional Learning			08/14/2018	08/30/2019	\$1000	Title II Part A	Administrators
Activity - The Leader in Me by Franklin Covey	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Staff from Green Meadow, North, NEMS, and Comstock High School will be trained in the requirements that will allow their 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 and present at the Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p> <p>Schools: Comstock High School, Comstock Elementary School, Northeast Middle School, North Elementary School</p>	Professional Learning		Implement	01/26/2015	06/12/2019	\$66743	Section 31a, Title II Part A, Title II Part A, Title II Part A	Administrators and Teachers
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

District Improvement Plan

Comstock Public Schools

Comstock Middle School 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: All Schools	Professional Learning			07/29/2019	06/26/2020	\$2000	Title II Part A	Comstock Middle School Principal
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Activity - Leader in Me Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will attend Leader in Me Training and Symposiums. Training will be available for new staff and the 7 Habits will be reviewed in all Leader in Me buildings. There is a growing body of evidence that Leader in Me positively impacts academics. This should come as no surprise to those familiar with the research showing that effective social-emotional learning enhances academic achievement. When the social and emotional-skills of students are developed, along with those of the staff, students tend to achieve higher academically. Moreover, Leader in Me specifically equips schools to focus and execute on academic growth targets through a goal achievement process called the 4 Disciplines of Execution, and by improving the instructional practices of teachers. Leader in Me Training will also include Coaching by Leader in Me Coaches. Schools: All Schools	Community Engagement, Academic Support Program, Behavioral Support Program, Career Preparation /Orientation, Teacher Collaboration, Professional Learning, Parent Involvement			06/26/2020	06/26/2020	\$35000	Title II Part A	Assistant Superintendent, Principals, Lighthouse Teams

Activity - Shape Michigan Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PE Staff will attend The Best of the Midwest Teacher Fest at WMU to learn best practice from the Society of Health and Physical Educators. Schools: All Schools	Professional Learning			06/24/2019	06/26/2020	\$156	Title II Part A, Title II Part A	PE Teachers

Activity - Lake Michigan Technology Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
This conference, designed for educators in the K - 12 classrooms, will focus on K-8 Literacy, Assessment, STEM, and technology in classrooms. Schools: STEM Academy	Academic Support Program, Professional Learning			06/24/2019	06/26/2020	\$85	Title IV Part A	STEM Academy Principal

District Improvement Plan

Comstock Public Schools

Activity - MEMPSA Summer Leadership Institute	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will attend the MEMSPA Summer Leadership Institute. The Institute is an in-depth and practical learning opportunity for practicing and aspiring principals as well as teacher leaders. School leaders will leave with the knowledge and confidence to implement key concepts and new skills. Schools: All Schools	Academic Support Program, Professional Learning			07/30/2019	07/31/2019	\$3000	Title II Part A	STEM and Comstock Elementary Principal
Activity - Michigan Pre-College and Youth Outreach Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The annual Michigan Pre-College and Youth Outreach Conference (PCC) brings together leaders in education, workforce development, and government from around the state to cast a spotlight on the important role postsecondary institutions and community partners play in promoting college access. Schools: All Schools	Career Preparation /Orientation			11/01/2019	11/29/2019	\$231	Title II Part A	Comstock High School Principal and Post-Secondary Dean
Activity - Michigan Music Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Michigan Music Conference features school ensemble concerts, performances from Honors Choirs, All-State Bands, and Orchestras; sessions for in-service and pre-service teachers; professional development clinics; hands-on technology workshops; and association membership and business meetings. The 2019 attendance included approximately 9,000 teachers, administrators, students, speakers, and guests. Schools: All Schools	Academic Support Program, Extra Curricular, Professional Learning			08/09/2019	06/26/2020	\$828	Title II Part A	Music Teachers
Activity - MITTENCI Comprehensible Input Conference	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
High School Spanish teacher will attend this conference to learn about focusing on comprehensible and interesting input, communicable language, pacing teaching to our student's learning progress, and using to the way our brains naturally learn to increase language acquisition. Schools: All Schools	Professional Learning			06/24/2019	06/26/2020	\$290	Title II Part A	Comstock High School Spanish Teacher

District Improvement Plan

Comstock Public Schools

Activity - Reading Now Network Symposium	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will attend the West Michigan Early Literacy Leadership Symposium which will focus on Culturally Responsive Teaching in Literacy which will feature Huda Essa, founder of Culture Links, and Donyall Dickey who is nationally recognized authority on curriculum, instruction, organizational development, and administration of schools. Schools: All Schools	Professional Learning			06/24/2019	03/03/2020	\$600	Title II Part A	Assistant Superintendent, Principals and Teachers
Activity - Michigan Association for Media in Education (MAME)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will learn about how school librarians create environments that promote reading and prepare students to be effective users of information and innovative users of technology. Schools: All Schools	Academic Support Program, Professional Learning			10/09/2019	10/10/2019	\$340	Title II Part A	Comstock Elementary Media Specialist Teacher
Activity - Equity in Education	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
William Blackford from Leader in Me will present to the entire district and to the elementary staff about Equity in Education. During this event, we will clarify our purpose to reach effectiveness in the face of challenges with world-class FranklinCovey Consultant, William Blackford IV. We will identify ways that leadership paradigms can elevate and support our communities through the pursuit of equity in education. Don't miss out on this opportunity to unlock: the genius in ALL! Schools: All Schools	Professional Learning			08/05/2019	08/30/2019	\$4500	Title II Part A	Assistant Superintendent, Principal of Comstock Elementary
Activity - Trauma Training by Mark A. Sloane, DO	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Comstock Public Schools

<p>Mark A. Sloane, DO will share his extensive clinical and research experiences accumulated over a 37-year career in pediatrics to help educators better understand complex behavioral issues in the school setting by viewing these behaviors through various lenses: trauma, prenatal exposure, and genetic risk. Neurodevelopmental and neurobehavioral impact of each of these components will be presented, along with practical strategies for educators re trauma surveillance, screening, and assessment of complex children in the school setting. There will be an emphasis on "trauma tools for schools": what educators can do in their classrooms to help children feel safe and connected to ultimately achieve / improve self-regulation. A discussion of the essential need for creative collaboration with community partners will also occur.</p>	Professional Learning			07/31/2019	06/26/2020	\$2000	Title II Part A	Comstock Elementary Principal
Schools: All Schools								

Activity - 5D+ Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Administrative Staff will attend training on the 5D+ tool.</p> <p>Schools: All Schools</p>	Professional Learning			07/29/2019	06/29/2020	\$426	Title II Part A	Assistant Superintendent, Principals

Activity - Playworks	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Contract with Playworks to transform school culture through safe and healthy play at recess, which includes on-site training, consulting and capacity building with staff.</p> <p>Schools: Comstock Elementary School</p>	Direct Instruction, Professional Learning			07/10/2019	06/26/2020	\$9700	Title I Part A	CES Principal

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.

District Improvement Plan

Comstock Public Schools

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:

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	06/26/2020	\$324822	Section 31a	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"> • Facilitating communication between home and school • Broadening teacher and staff understanding of each student, each student's interests and needs • Sharing strategies to use in the home that support school success • Connecting parents with the school by providing information about the school and its programs • Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary • Organizing parent forums that build upon parents' strengths in supporting their children's learning • Working with "focus families" identified by a student's academic performance and/or perceived needs. Schools: Comstock Elementary School, Northeast Middle School, North Elementary School	Parent Involvement			08/27/2013	06/26/2020	\$32918	Title I Part A	Assistant Superintendent, Principals

Activity - Behavior Coaches	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Comstock Elementary School 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: Comstock Elementary School, North Elementary School	Behavioral Support Program			09/08/2015	06/26/2020	\$150000	Section 31a	Principals

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Activity - Permanent Building Subs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district 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	06/26/2020	\$132000	Section 31a	Assistant Superintendent and building principals

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	06/26/2020	\$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

Tier:

Activity - College and Career Exposure	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<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 & How to Choose A College & 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 & 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 & 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	06/26/2020	\$50000	Section 31a, General Fund	Administration, Transportation, Teachers, Post-Secondary Dean 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	06/26/2020	\$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:

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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	06/26/2020	\$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 I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Meet with parents of the K-8 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans. Compensate teachers at the curriculum rate for any meetings outside of required meeting time.	Parent Involvement			02/01/2017	06/19/2020	\$2000	Assistant Superintendent, Principals and Staff
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans. Students will be given the opportunity to choose what they would like to read to align with best practice.	Materials			12/01/2016	06/19/2020	\$10000	Director of Curriculum, 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	06/19/2020	\$125000	Title I Director, Principal and Teachers
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	06/18/2021	\$115356	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	06/18/2021	\$10000	Assistant Superintendent, building Principals, Instructional Coaches and Teachers
Title I Math Highly Qualified Teacher	The students who display the highest need in math, will have additional math interventions taught by the Title I Math Teacher until their assessments show improvement.	Academic Support Program	Tier 3		09/05/2019	06/18/2021	\$52701	Principal, Teachers

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MRA Conference	The STEM Academy will send an ELA teacher to the Michigan Reading Association Conference to learn how to amplify student voices.	Professional Learning			08/30/2019	08/30/2019	\$1374	STEM Principal and ELA Teacher
Title I Director and Required Staff	Title I Director will oversee all Title I, II, III, IV and at-risk programs inside the district, and with our non-public entities. The District will also assign a Foster Care Liaison and ESL Coordinator in order to be in compliance with the new law.	Policy and Process			07/01/2017	06/26/2020	\$10000	Assistant Superintendent
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-8.	Academic Support Program			09/03/2013	06/19/2020	\$115356	Principals, Instructional Coaches, and Teachers
Library Books	Purchase more books for our classroom and school libraries to align our buildings to the Essential Literacy Practice Standards.	Academic Support Program			09/15/2017	06/28/2019	\$20000	Assistant Superintendent, Principals and Instructional Coaches
Moby Max	All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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	09/05/2018	06/18/2021	\$10000	K-8 Instructional Team, Teachers, and Parents
Instructional Coaching	Instructional Coaches 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	06/25/2021	\$150000	Assistant Superintendent; Principals

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Parent Liaison	Parent liaisons support parents by: <ul style="list-style-type: none"> • Facilitating communication between home and school • Broadening teacher and staff understanding of each student, each student's interests and needs • Sharing strategies to use in the home that support school success • Connecting parents with the school by providing information about the school and its programs • Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary • Organizing parent forums that build upon parents' strengths in supporting their children's learning • Working with "focus families" identified by a student's academic performance and/or perceived needs. 	Parent Involvement			08/27/2013	06/26/2020	\$32918	Assistant Superintendent, Principals
Instructional Coach	Instructional Coaches 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	Assistant Superintendent; Principals; and Instructional Coaches
Playworks	Contract with Playworks to transform school culture through safe and healthy play at recess, which includes on-site training, consulting and capacity building with staff.	Direct Instruction, Professional Learning			07/10/2019	06/26/2020	\$9700	CES Principal
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	06/26/2020	\$1000	District Homeless Liaison, District Title I Coordinator, and Building Principals

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Michigan Association for Media in Education (MAME)	Staff will learn about how school librarians create environments that promote reading and prepare students to be effective users of information and innovative users of technology.	Academic Support Program, Professional Learning			10/09/2019	10/10/2019	\$340	Comstock Elementary Media Specialist Teacher

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<p>AP Biology Training</p>	<p>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.</p>	<p>Professional Learning</p>		<p>Implement</p>	<p>10/28/2014</p>	<p>06/19/2020</p>	<p>\$834</p>	<p>AP Biology Teacher</p>
<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 and present at the 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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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.	Professional Learning		Implement	09/09/2013	06/26/2020	\$1816	Principals and Instructional Coaches
MITTENCI Comprehensible Input Conference	High School Spanish teacher will attend this conference to learn about focusing on comprehensible and interesting input, communicable language, pacing teaching to our student's learning progress, and using to the way our brains naturally learn to increase language acquisition.	Professional Learning			06/24/2019	06/26/2020	\$290	Comstock High School Spanish Teacher
Leader in Me Training	Staff will attend Leader in Me Training and Symposiums. Training will be available for new staff and the 7 Habits will be reviewed in all Leader in Me buildings. There is a growing body of evidence that Leader in Me positively impacts academics. This should come as no surprise to those familiar with the research showing that effective social-emotional learning enhances academic achievement. When the social- and emotional-skills of students are developed, along with those of the staff, students tend to achieve higher academically. Moreover, Leader in Me specifically equips schools to focus and execute on academic growth targets through a goal achievement process called the 4 Disciplines of Execution, and by improving the instructional practices of teachers. Leader in Me Training will also include Coaching by Leader in Me Coaches.	Community Engagement, Academic Support Program, Behavioral Support Program, Career Preparation /Orientation, Teacher Collaboration, Professional Learning, Parent Involvement			06/26/2020	06/26/2020	\$35000	Assistant Superintendent, Principals, Lighthouse Teams
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
Shape Michigan Conference	PE Staff will attend The Best of the Midwest Teacher Fest at WMU to learn best practice from the Society of Health and Physical Educators.	Professional Learning			06/24/2019	06/26/2020	\$91	PE Teachers
SIOP Training	ESL staff will go through a SIOP training which teaches staff to build sustainable capacity and close the achievement gap for English Language Learners.	Professional Learning		Implement	07/17/2014	06/19/2019	\$790	Assistant Superintendent, ELL Coordinator, and ESL Staff
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	06/19/2020	\$400	Principals and Teachers

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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 and present at the 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>Equity in Education</p>	<p>William Blackford from Leader in Me will present to the entire district and to the elementary staff about Equity in Education. During this event, we will clarify our purpose to reach effectiveness in the face of challenges with world-class FranklinCovey Consultant, William Blackford IV. We will identify ways that leadership paradigms can elevate and support our communities through the pursuit of equity in education. Don't miss out on this opportunity to unlock: the genius in ALL!</p>	<p>Professiona l Learning</p>			<p>08/05/2019</p>	<p>08/30/2019</p>	<p>\$4500</p>	<p>Assistant Superinten dent, Principal of Comstock Elementary</p>

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Michigan Music Conference	The Michigan Music Conference features school ensemble concerts, performances from Honors Choirs, All-State Bands, and Orchestras; sessions for in-service and pre-service teachers; professional development clinics; hands-on technology workshops; and association membership and business meetings. The 2019 attendance included approximately 9,000 teachers, administrators, students, speakers, and guests.	Academic Support Program, Extra Curricular, Professional Learning			08/09/2019	06/26/2020	\$828	Music Teachers
MEMPSA Summer Leadership Institute	Principals will attend the MEMSPA Summer Leadership Institute. The Institute is an in-depth and practical learning opportunity for practicing and aspiring principals as well as teacher leaders. School leaders will leave with the knowledge and confidence to implement key concepts and new skills.	Academic Support Program, Professional Learning			07/30/2019	07/31/2019	\$3000	STEM and Comstock Elementary Principal
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	06/19/2020	\$3099	Two STEM teachers (K-8)
AP US History Training	The AP US History teacher will attend a conference to increase knowledge in AP curriculum and instruction.	Professional Learning			10/28/2016	06/19/2020	\$1016	CHS Principal; AP US History Teacher
Forensic Science Summer Workshop	This hands-on class will focus in the following topics: Crime Scene Processing for Large Groups of Students Fingerprinting Techniques Blood Detection and Analysis Hair & Fiber Identification Chromatography of Inks Forensic Entomology DNA Analysis in the Forensic Science Classroom Forensic Analysis of Glass There will also be special presentations by guest speakers and experts in the Forensic Science field.	Academic Support Program	Tier 1		07/15/2019	07/19/2019	\$400	CHS Principal, Science Teachers
Math Consulting, Coaching and Modeling	A math consultant from KRESA will provide 5 days of support to the math teachers at Comstock Elementary School, 10 days at Comstock Middle School and a training for the STEM Academy staff.	Professional Learning			09/04/2019	06/18/2021	\$14720	Assistant Superintendent; Principals

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Administrator Retreat	Administrators will attend a summer retreat to analyze data and be trained on equality and inclusion. 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	08/30/2019	\$1000	Administrators
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, Behavioral Support Program, Professional Learning			07/01/2017	06/12/2019	\$10000	All Staff
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	06/19/2020	\$1573	NEMS Social Studies 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	06/26/2020	\$700	CCA 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 Comstock Middle School and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Direct Instruction, Professional Learning	Tier 1		09/08/2015	06/18/2021	\$3000	Principals and School Improvement Teams

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NGSX Training and Coaching	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. STEM elementary teachers will attend NGSX training at Kent ISD.	Professiona l Learning			08/14/2018	06/19/2020	\$9000	Assistant Superintendent, CHS and STEM Principal, Instructional Coach and Science Department
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 and present at the Leader in Me Symposium.</p> <p>Teachers at NEMS, Green Meadow and North will attend the symposium.</p>	Professiona l Learning	Implement		01/26/2015	06/12/2019	\$30000	Administrators and Teachers
Blair Lake Camp for Staff Leader in Me Training	Comstock Middle School 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.	Professiona l Learning			07/29/2019	06/26/2020	\$2000	Comstock Middle School Principal

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Michigan Pre-College and Youth Outreach Conference	The annual Michigan Pre-College and Youth Outreach Conference (PCC) brings together leaders in education, workforce development, and government from around the state to cast a spotlight on the important role postsecondary institutions and community partners play in promoting college access.	Career Preparation /Orientation			11/01/2019	11/29/2019	\$231	Comstock High School Principal and Post-Secondary Dean
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	06/19/2020	\$250	Principals and Teachers
Trauma Training by Mark A. Sloane, DO	Mark A. Sloane, DO will share his extensive clinical and research experiences accumulated over a 37-year career in pediatrics to help educators better understand complex behavioral issues in the school setting by viewing these behaviors through various lenses: trauma, prenatal exposure, and genetic risk. Neurodevelopmental and neurobehavioral impact of each of these components will be presented, along with practical strategies for educators re trauma surveillance, screening, and assessment of complex children in the school setting. There will be an emphasis on "trauma tools for schools": what educators can do in their classrooms to help children feel safe and connected to ultimately achieve / improve self-regulation. A discussion of the essential need for creative collaboration with community partners will also occur.	Professional Learning			07/31/2019	06/26/2020	\$2000	Comstock Elementary Principal
AP Calculus Training	Our AP calculus teacher will attend training to review best practice and content updates.	Professional Learning		Monitor	10/28/2016	06/18/2021	\$275	Traci Spada
5D+ Training	Administrative Staff will attend training on the 5D+ tool.	Professional Learning			07/29/2019	06/29/2020	\$426	Assistant Superintendent, Principals
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	06/19/2020	\$4197	All Staff
KRESA PD on PBIS, SEL and Trauma Informed Classrooms	Comstock Elementary Staff will attend conferences on Positive Behavior Support (PBIS), Social Emotional Learning (SEL), and Aligning Initiatives. Staff will also attend training on Trauma Informed Classrooms.	Professional Learning			07/29/2019	06/26/2020	\$901	Comstock Elementary Teachers

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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	06/19/2020	\$552	Principals and Teachers
Math Recovery	Fifth and Sixth grade teachers will attend Math Recovery Training, which is a intervention for students who are struggling with math. This intervention will be used during small group instruction. Mike Valier, Math Recovery Specialist, will provide on-site coaching and training as needed.	Academic Support Program			07/02/2019	06/18/2021	\$5000	Principals, Instructional Coaches, Teachers
Essential Literacy Practices Audit, Training and Materials	The Assistant Superintendent worked with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings in 2018-19. A rubric based on Essential #3 of the Literacy Practices was used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation. All staff will receive School-Wide Essential Standards of Literacy Books.	Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Professional Learning			07/02/2018	06/26/2020	\$2500	Assistant Superintendent, Principals, Instructional Coaches

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Project Based Learning Training	<p>Staff will attend PBL training at KRESA. 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"> 1. Develop a student directed project-based unit designed around your own curriculum 2. Receive support from Kalamazoo RESA consultants throughout the school year 3. Peer collaboration 	Curriculum Development, Professional Learning			07/03/2018	06/26/2020	\$2400	Assistant Superintendent, 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	07/20/2019	\$842	Science Teachers and Administration
MRA Conference	The STEM Academy will send an ELA teacher to the Michigan Reading Association Conference to learn how to amplify student voices.	Professional Learning			08/30/2019	08/30/2019	\$810	STEM Principal and ELA Teacher
Reading Now Network Symposium	Staff will attend the West Michigan Early Literacy Leadership Symposium which will focus on Culturally Responsive Teaching in Literacy which will feature Huda Essa, founder of Culture Links, and Donyall Dickey who is nationally recognized authority on curriculum, instruction, organizational development, and administration of schools.	Professional Learning			06/24/2019	03/03/2020	\$600	Assistant Superintendent, Principals and Teachers

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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.	Professional Learning		Implement	09/09/2013	06/26/2020	\$1901	Principals and Instructional Coaches
Shape Michigan Conference	PE Staff will attend The Best of the Midwest Teacher Fest at WMU to learn best practice from the Society of Health and Physical Educators.	Professional Learning			06/24/2019	06/26/2020	\$65	PE Teachers

Title IV Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Lake Michigan Technology Conference	This conference, designed for educators in the K-12 classrooms, will focus on K-8 Literacy, Assessment, STEM, and technology in classrooms.	Academic Support Program, Professional Learning			06/24/2019	06/26/2020	\$85	STEM Academy Principal

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
DHS Partnership	Comstock Public Schools will work with DHS employees to increase student attendance.	Community Engagement			09/02/2014	06/26/2020	\$0	Administrators
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
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	06/26/2020	\$0	All staff.
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
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

District Improvement Plan

Comstock Public Schools

Project Lead the Way	NEMS Computers teacher will attend training on STEM Units provided by Project Lead the Way. (App Creation and Computer Science). The STEM Academy teacher will attend Core Training for Automation and Robotics.	Professional Learning			07/24/2019	08/02/2019	\$0	CMS Principal, Assistant Superintendent, Tech Department, and CMS Computer Teacher
Moby Max	All students will receive a Moby Max account for grades K-8 to help struggling learners quickly catch up to grade level and close learning gaps.	Academic Support Program	Tier 1		01/26/2015	06/19/2020	\$0	All staff
SAT Prep	CHS, CMS, and STEM Middle School staff will incorporate SAT/PSAT 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	06/19/2020	\$0	Principal and School Improvement Team

Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Purchase Graphing Calculators and Math Manipulatives	Purchase Graphing Calculators and Math Manipulatives for at-risk students	Materials			12/01/2016	06/26/2020	\$1000	Curriculum Director and Math Department Heads
Intervention Specialist	Hire Intervention Specialists to proactively assist at-risk students.	Behavioral Support Program			08/20/2013	06/26/2020	\$324822	Principals and Teachers
Essential Literacy Practices Audit, Training and Materials	The Assistant Superintendent worked with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings in 2018-19. A rubric based on Essential #3 of the Literacy Practices was used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation. All staff will receive School-Wide Essential Standards of Literacy Books.	Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Professional Learning			07/02/2018	06/26/2020	\$7960	Assistant Superintendent, Principals, Instructional Coaches

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Comstock Public Schools

Chromebooks and PD	In 2015-16, Third and Eleventh grade students received daily interventions and practice keyboarding skills on a Chromebook to increase their chance of scoring proficient on the state assessment. Staff will receive daily support from a technology integration specialist, and students will also have time to work after school on the Chromebooks two days a week. In 2016-17 this pilot will be extended by adding additional Chromebook carts in all schools in the district. Specifically, second, third and fourth grade will complete all reading assessments online to prepare for the state assessment. Staff will be trained to help students use the chromebooks and to enhance their instruction. In 2017-18, all students will have access to chromebooks during the school day K-12.	Professional Learning, Technology			01/04/2016	06/19/2020	\$114000	Assistant Superintendent, Principals, Teachers, and Technology Department
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans. Students will be given the opportunity to choose what they would like to read to align with best practice.	Materials			12/01/2016	06/19/2020	\$8000	Director of Curriculum, Principals and Instructional Coaches
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	06/19/2020	\$2000	Principals, Teachers, Paraprofessionals, and the Transportation Department
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	06/19/2020	\$1000	Administrators, Instructional Coaches
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Meet with parents of the K-8 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans. Compensate teachers at the curriculum rate for any meetings outside of required meeting time.	Parent Involvement			02/01/2017	06/19/2020	\$5000	Assistant Superintendent, Principals and Staff
Permanent Building Subs	The district 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	06/26/2020	\$132000	Assistant Superintendent and building principals

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Comstock Public Schools

ESL Support	ESL Support Paraprofessionals and Teachers 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	06/19/2020	\$80000	Assistant Superintendent; ESL Coordinator
ESL Support	ESL Support Professionals and Teachers 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 will support staff and students.	Academic Support Program	Tier 3		09/03/2013	06/18/2021	\$45000	Assistant Superintendent; ESL Coordinator; Principals; Teachers
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 & How to Choose A College & 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 & 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 & CHS Orientation 9-12 KVCC College Night College Connection (C2) College Visits (3) College Application Week</p>	Field Trip			08/26/2014	06/26/2020	\$40000	Administration, Transportation, Teachers, Post-Secondary Dean and College and Career Deans
Behavior Coaches	Comstock Elementary School 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	06/26/2020	\$150000	Principals

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Instructional Coaching	Instructional Coaches 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	06/25/2021	\$80000	Assistant Superintendent; Principals
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 and present at the 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	\$1944	Administrators and Teachers
Instructional Coach	The Instructional Coach will 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	06/19/2020	\$50000	Assistant Superintendent and Principal

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Comstock Public Schools

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	06/18/2021	\$2000	Principals, Teachers, Paraprofessionals, and the Transportation Department
Essential Literacy Practices Audit, Training and Materials	The Assistant Superintendent worked with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings in 2018-19. A rubric based on Essential #3 of the Literacy Practices was used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation. All staff will receive School-Wide Essential Standards of Literacy Books.	Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Professional Learning			07/02/2018	06/26/2020	\$10000	Assistant Superintendent, Principals, Instructional Coaches

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	06/19/2020	\$0	Administrators and Instructional Coaches

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ESL Support	ESL Support Professionals and Teachers 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 will support staff and students.	Academic Support Program	Tier 3		09/03/2013	06/18/2021	\$1500	Assistant Superintendent; ESL Coordinator; Principals; Teachers
Report Card Alignment	The district will hire an instructional coach to align new curriculum to report cards.	Curriculum Development			06/17/2013	06/19/2020	\$800	Instructional Coaches, Assistant Superintendent

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ESL Support	ESL Support Paraprofessionals and Teachers 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	06/19/2020	\$1500	Assistant Superintendent; ESL Coordinator
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
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.	Behavioral Support Program, Professional Learning			09/14/2015	06/26/2020	\$600	Assistant Superintendent, Principals, and Behavior Staff
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 & How to Choose A College & 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 & 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 & CHS Orientation 9-12 KVCC College Night College Connection (C2) College Visits (3) College Application Week</p>	Field Trip			08/26/2014	06/26/2020	\$10000	Administration, Transportation, Teachers, Post-Secondary Dean and College and Career Deans

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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	06/18/2021	\$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 support to struggling students.	Academic Support Program			09/10/2013	06/19/2020	\$10000	Principals, Teachers, Paraprofessionals, and the Transportation Department
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	06/26/2020	\$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	06/19/2020	\$5000	Administrators and Department Heads
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	06/19/2020	\$0	All staff
Eureka Module Study	Teachers will also be trained in how to implement the Eureka curriculum in their math block.	Professional Learning			08/19/2019	08/19/2019	\$1400	Teachers, Instructional Coach, and Principal
K-12 District 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	Assistant Superintendent, Principals, Instructional Coaches
Merit Pay	Teachers and Administrators 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	06/30/2020	\$50000	Administrators and Instructional Staff

District Improvement Plan

Comstock Public Schools

K-12 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	06/26/2020	\$500	Director of Technology ; Assistant Superintendent; Building Representatives
After School Tutoring, Enrichment, 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	06/19/2020	\$20000	Principals, Teachers, Paraprofessionals, and the Transportation Department
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

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	06/18/2021	\$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	06/18/2021	\$12000	Principals, Teachers, Paraprofessionals, and the Transportation Department
ESL Support	ESL Support Professionals and Teachers 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 will support staff and students.	Academic Support Program	Tier 3		09/03/2013	06/18/2021	\$46500	Assistant Superintendent; 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, Behavioral Support Program, Professional Learning			07/01/2017	06/12/2019	\$10000	All Staff
ESL Support	ESL Support Paraprofessionals and Teachers 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	06/19/2020	\$81500	Assistant Superintendent; ESL Coordinator

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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	06/19/2020	\$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	06/19/2020	\$4197	All Staff
After School Tutoring, Enrichment, 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	06/19/2020	\$20000	Principals, Teachers, Paraprofessionals, and the Transportation Department
Merit Pay	Teachers and Administrators 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	06/30/2020	\$50000	Administrators and Instructional Staff
Intervention Specialist	Hire Intervention Specialists to proactively assist at-risk students.	Behavioral Support Program			08/20/2013	06/26/2020	\$324822	Principals and Teachers
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
SIOP Training	ESL staff will go through a SIOP training which teaches staff to build sustainable capacity and close the achievement gap for English Language Learners.	Professional Learning		Implement	07/17/2014	06/19/2019	\$790	Assistant Superintendent, ELL Coordinator, and ESL 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	06/26/2020	\$0	All staff.
DHS Partnership	Comstock Public Schools will work with DHS employees to increase student attendance.	Community Engagement			09/02/2014	06/26/2020	\$0	Administrators

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Administrator Retreat	Administrators will attend a summer retreat to analyze data and be trained on equality and inclusion. 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	08/30/2019	\$1000	Administrators
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 & How to Choose A College & 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 & 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 & CHS Orientation 9-12 KVCC College Night College Connection (C2) College Visits (3) College Application Week</p>	Field Trip			08/26/2014	06/26/2020	\$50000	Administration, Transportation, Teachers, Post-Secondary Dean and College and Career Deans
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
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

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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	06/26/2020	\$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	06/19/2020	\$5000	Administrators and Department Heads
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	06/26/2020	\$1000	District Homeless Liaison, District Title I Coordinator, and Building Principals
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.	Behavioral Support Program, Professional Learning			09/14/2015	06/26/2020	\$600	Assistant Superintendent, Principals, and Behavior Staff
K-12 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	06/26/2020	\$500	Director of Technology ; Assistant Superintendent; Building Representatives
Purchase Graphing Calculators and Math Manipulatives	Purchase Graphing Calculators and Math Manipulatives for at-risk students	Materials			12/01/2016	06/26/2020	\$1000	Curriculum Director and Math Department Heads
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	06/19/2020	\$1000	Administrators, Instructional Coaches
Library Books	Purchase more books for our classroom and school libraries to align our buildings to the Essential Literacy Practice Standards.	Academic Support Program			09/15/2017	06/28/2019	\$20000	Assistant Superintendent, Principals and Instructional Coaches

District Improvement Plan

Comstock Public Schools

Title I Director and Required Staff	Title I Director will oversee all Title I, II, II, IV and at-risk programs inside the district, and with our non-public entities. The District will also assign a Foster Care Liaison and ESL Coordinator in order to be in compliance with the new law.	Policy and Process			07/01/2017	06/26/2020	\$10000	Assistant Superintendent
Project Based Learning Training	<p>Staff will attend PBL training at KRESA. 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"> 1. Develop a student directed project-based unit designed around your own curriculum 2. Receive support from Kalamazoo RESA consultants throughout the school year 3. Peer collaboration 	Curriculum Development, Professional Learning			07/03/2018	06/26/2020	\$2400	Assistant Superintendent, Principals and Teachers
K-12 District 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	Assistant Superintendent, Principals, Instructional Coaches

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Comstock Public Schools

Blair Lake Camp for Staff Leader in Me Training	Comstock Middle School 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			07/29/2019	06/26/2020	\$2000	Comstock Middle School Principal
Essential Literacy Practices Audit, Training and Materials	The Assistant Superintendent worked with the Kalamazoo County Literacy Action Network to conduct a Literacy Audit of all buildings in 2018-19. A rubric based on Essential #3 of the Literacy Practices was used to determine needs and to create an implementation plan. Staff will be trained and materials will be purchased to achieve Exemplary Implementation. All staff will receive School-Wide Essential Standards of Literacy Books.	Academic Support Program, Curriculum Development, Supplemental Materials, Materials, Professional Learning			07/02/2018	06/26/2020	\$20460	Assistant Superintendent, Principals, Instructional Coaches
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	06/26/2020	\$700	CCA Staff
Permanent Building Subs	The district 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	06/26/2020	\$132000	Assistant Superintendent and building principals
Math Recovery	Fifth and Sixth grade teachers will attend Math Recovery Training, which is a intervention for students who are struggling with math. This intervention will be used during small group instruction. Mike Valier, Math Recovery Specialist, will provide on-site coaching and training as needed.	Academic Support Program			07/02/2019	06/18/2021	\$5000	Principals, Instructional Coaches, Teachers
Forensic Science Summer Workshop	This hands-on class will focus in the following topics: Crime Scene Processing for Large Groups of Students Fingerprinting Techniques Blood Detection and Analysis Hair & Fiber Identification Chromatography of Inks Forensic Entomology DNA Analysis in the Forensic Science Classroom Forensic Analysis of Glass There will also be special presentations by guest speakers and experts in the Forensic Science field.	Academic Support Program	Tier 1		07/15/2019	07/19/2019	\$400	CHS Principal, Science Teachers

District Improvement Plan

Comstock Public Schools

Leader in Me Training	Staff will attend Leader in Me Training and Symposiums. Training will be available for new staff and the 7 Habits will be reviewed in all Leader in Me buildings. There is a growing body of evidence that Leader in Me positively impacts academics. This should come as no surprise to those familiar with the research showing that effective social-emotional learning enhances academic achievement. When the social- and emotional-skills of students are developed, along with those of the staff, students tend to achieve higher academically. Moreover, Leader in Me specifically equips schools to focus and execute on academic growth targets through a goal achievement process called the 4 Disciplines of Execution, and by improving the instructional practices of teachers. Leader in Me Training will also include Coaching by Leader in Me Coaches.	Community Engagem ent, Academic Support Program, Behavioral Support Program, Career Preparation /Orientation , Teacher Collaborati on, Professiona l Learning, Parent Involvemen t			06/26/2020	06/26/2020	\$35000	Assistant Superintendent, Principals, Lighthouse Teams
Shape Michigan Conference	PE Staff will attend The Best of the Midwest Teacher Fest at WMU to learn best practice from the Society of Health and Physical Educators.	Professiona l Learning			06/24/2019	06/26/2020	\$156	PE Teachers
MEMPSA Summer Leadership Institute	Principals will attend the MEMSPA Summer Leadership Institute. The Institute is an in-depth and practical learning opportunity for practicing and aspiring principals as well as teacher leaders. School leaders will leave with the knowledge and confidence to implement key concepts and new skills.	Academic Support Program, Professiona l Learning			07/30/2019	07/31/2019	\$3000	STEM and Comstock Elementary Principal
Michigan Pre-College and Youth Outreach Conference	The annual Michigan Pre-College and Youth Outreach Conference (PCC) brings together leaders in education, workforce development, and government from around the state to cast a spotlight on the important role postsecondary institutions and community partners play in promoting college access.	Career Preparation /Orientation			11/01/2019	11/29/2019	\$231	Comstock High School Principal and Post-Secondary Dean
Michigan Music Conference	The Michigan Music Conference features school ensemble concerts, performances from Honors Choirs, All-State Bands, and Orchestras; sessions for in-service and pre-service teachers; professional development clinics; hands-on technology workshops; and association membership and business meetings. The 2019 attendance included approximately 9,000 teachers, administrators, students, speakers, and guests.	Academic Support Program, Extra Curricular, Professiona l Learning			08/09/2019	06/26/2020	\$828	Music Teachers

District Improvement Plan

Comstock Public Schools

MITTENCI Comprehensible Input Conference	High School Spanish teacher will attend this conference to learn about focusing on comprehensible and interesting input, communicable language, pacing teaching to our student's learning progress, and using to the way our brains naturally learn to increase language acquisition.	Professiona l Learning			06/24/2019	06/26/2020	\$290	Comstock High School Spanish Teacher
Reading Now Network Symposium	Staff will attend the West Michigan Early Literacy Leadership Symposium which will focus on Culturally Responsive Teaching in Literacy which will feature Huda Essa, founder of Culture Links, and Donyall Dickey who is nationally recognized authority on curriculum, instruction, organizational development, and administration of schools.	Professiona l Learning			06/24/2019	03/03/2020	\$600	Assistant Superinten dent, Principals and Teachers
Michigan Association for Media in Education (MAME)	Staff will learn about how school librarians create environments that promote reading and prepare students to be effective users of information and innovative users of technology.	Academic Support Program, Professiona l Learning			10/09/2019	10/10/2019	\$340	Comstock Elementary Media Specialist Teacher
Equity in Education	William Blackford from Leader in Me will present to the entire district and to the elementary staff about Equity in Education. During this event, we will clarify our purpose to reach effectiveness in the face of challenges with world-class FranklinCovey Consultant, William Blackford IV. We will identify ways that leadership paradigms can elevate and support our communities through the pursuit of equity in education. Don't miss out on this opportunity to unlock: the genius in ALL!	Professiona l Learning			08/05/2019	08/30/2019	\$4500	Assistant Superinten dent, Principal of Comstock Elementary
Trauma Training by Mark A. Sloane, DO	Mark A. Sloane, DO will share his extensive clinical and research experiences accumulated over a 37-year career in pediatrics to help educators better understand complex behavioral issues in the school setting by viewing these behaviors through various lenses: trauma, prenatal exposure, and genetic risk. Neurodevelopmental and neurobehavioral impact of each of these components will be presented, along with practical strategies for educators re trauma surveillance, screening, and assessment of complex children in the school setting. There will be an emphasis on "trauma tools for schools": what educators can do in their classrooms to help children feel safe and connected to ultimately achieve / improve self-regulation. A discussion of the essential need for creative collaboration with community partners will also occur.	Professiona l Learning			07/31/2019	06/26/2020	\$2000	Comstock Elementary Principal

District Improvement Plan

Comstock Public Schools

5D+ Training	Administrative Staff will attend training on the 5D+ tool.	Professional Learning			07/29/2019	06/29/2020	\$426	Assistant Superintendent, Principals
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STEM Academy

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coaching	Instructional Coaches 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	06/25/2021	\$230000	Assistant Superintendent; Principals
Math Consulting, Coaching and Modeling	A math consultant from KRESA will provide 5 days of support to the math teachers at Comstock Elementary School, 10 days at Comstock Middle School and a training for the STEM Academy staff.	Professional Learning			09/04/2019	06/18/2021	\$14720	Assistant Superintendent; 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 Comstock Middle School and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Direct Instruction, Professional Learning	Tier 1		09/08/2015	06/18/2021	\$3000	Principals and School Improvement Teams
Instructional Coach	Instructional Coaches 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	Assistant Superintendent; Principals; and Instructional Coaches
MSTA Conference	Secondary Science Teachers will attend MSTA to learn about how to teach the Next Generation Science Standards.	Professional Learning			03/24/2017	07/20/2019	\$842	Science Teachers and Administration

District Improvement Plan

Comstock Public Schools

Instructional Coach	The Instructional Coach will 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	06/19/2020	\$50000	Assistant Superintendent and Principal
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	06/19/2020	\$1202	Principals and Teachers
Eureka Module Study	Teachers will also be trained in how to implement the Eureka curriculum in their math block.	Professional Learning			08/19/2019	08/19/2019	\$1400	Teachers, Instructional Coach, and Principal
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	06/19/2020	\$3099	Two STEM teachers (K-8)
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	06/19/2020	\$0	All staff
Report Card Alignment	The district will hire an instructional coach to align new curriculum to report cards.	Curriculum Development			06/17/2013	06/19/2020	\$800	Instructional Coaches, Assistant Superintendent
Moby Max	All students will receive a Moby Max account for grades K-8 to help struggling learners quickly catch up to grade level and close learning gaps.	Academic Support Program	Tier 1		01/26/2015	06/19/2020	\$0	All staff
MRA Conference	The STEM Academy will send an ELA teacher to the Michigan Reading Association Conference to learn how to amplify student voices.	Professional Learning			08/30/2019	08/30/2019	\$2184	STEM Principal and ELA Teacher
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

District Improvement Plan

Comstock Public Schools

Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans. Students will be given the opportunity to choose what they would like to read to align with best practice.	Materials			12/01/2016	06/19/2020	\$18000	Director of Curriculum, Principals and Instructional Coaches
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Meet with parents of the K-8 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans. Compensate teachers at the curriculum rate for any meetings outside of required meeting time.	Parent Involvement			02/01/2017	06/19/2020	\$7000	Assistant Superintendent, Principals and Staff
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	06/18/2021	\$10000	Assistant Superintendent, building Principals, Instructional Coaches and Teachers
Lake Michigan Technology Conference	This conference, designed for educators in the K - 12 classrooms, will focus on K-8 Literacy, Assessment, STEM, and technology in classrooms.	Academic Support Program, Professional Learning			06/24/2019	06/26/2020	\$85	STEM Academy Principal

Northeast Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coaching	Instructional Coaches 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	06/25/2021	\$230000	Assistant Superintendent; Principals
Title I Math Highly Qualified Teacher	The students who display the highest need in math, will have additional math interventions taught by the Title I Math Teacher until their assessments show improvement.	Academic Support Program	Tier 3		09/05/2019	06/18/2021	\$52701	Principal, Teachers
Math Consulting, Coaching and Modeling	A math consultant from KRESA will provide 5 days of support to the math teachers at Comstock Elementary School, 10 days at Comstock Middle School and a training for the STEM Academy staff.	Professional Learning			09/04/2019	06/18/2021	\$14720	Assistant Superintendent; 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 Comstock Middle School and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Direct Instruction, Professional Learning	Tier 1		09/08/2015	06/18/2021	\$3000	Principals and School Improvement Teams
Instructional Coach	Instructional Coaches 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	Assistant Superintendent; 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	06/19/2020	\$125000	Title I Director, Principal and Teachers
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-8.	Academic Support Program			09/03/2013	06/19/2020	\$115356	Principals, Instructional Coaches, and Teachers
MSTA Conference	Secondary Science Teachers will attend MSTTA to learn about how to teach the Next Generation Science Standards.	Professional Learning			03/24/2017	07/20/2019	\$842	Science Teachers and Administration

District Improvement Plan

Comstock Public Schools

Parent Liaison	<p>Parent liaisons support parents by:</p> <ul style="list-style-type: none"> • Facilitating communication between home and school • Broadening teacher and staff understanding of each student, each student's interests and needs • Sharing strategies to use in the home that support school success • Connecting parents with the school by providing information about the school and its programs • Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary • Organizing parent forums that build upon parents' strengths in supporting their children's learning • Working with "focus families" identified by a student's academic performance and/or perceived needs. 	Parent Involvement			08/27/2013	06/26/2020	\$32918	Assistant Superintendent, 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.	Professional Learning		Implement	09/09/2013	06/26/2020	\$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
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	06/19/2020	\$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	06/19/2020	\$1202	Principals and Teachers
Eureka Module Study	Teachers will also be trained in how to implement the Eureka curriculum in their math block.	Professional Learning			08/19/2019	08/19/2019	\$1400	Teachers, Instructional Coach, and Principal
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	06/19/2020	\$0	All staff

District Improvement Plan

Comstock Public Schools

Report Card Alignment	The district will hire an instructional coach to align new curriculum to report cards.	Curriculum Development			06/17/2013	06/19/2020	\$800	Instructional Coaches, Assistant Superintendent
Project Lead the Way	NEMS Computers teacher will attend training on STEM Units provided by Project Lead the Way. (App Creation and Computer Science). The STEM Academy teacher will attend Core Training for Automation and Robotics.	Professional Learning			07/24/2019	08/02/2019	\$0	CMS Principal, Assistant Superintendent, Tech Department, and CMS Computer Teacher
Moby Max	All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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	09/05/2018	06/18/2021	\$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 and present at the 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>Moby Max</p>	<p>All students will receive a Moby Max account for grades K-8 to help struggling learners quickly catch up to grade level and close learning gaps.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>		<p>01/26/2015</p>	<p>06/19/2020</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>
<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. Students will be given the opportunity to choose what they would like to read to align with best practice.</p>	<p>Materials</p>			<p>12/01/2016</p>	<p>06/19/2020</p>	<p>\$18000</p>	<p>Director of Curriculum, Principals and Instructional Coaches</p>

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	06/18/2021	\$10000	Assistant Superintendent, 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 Coaching	Instructional Coaches 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	06/25/2021	\$230000	Assistant Superintendent; Principals
Title I Math Highly Qualified Teacher	The students who display the highest need in math, will have additional math interventions taught by the Title I Math Teacher until their assessments show improvement.	Academic Support Program	Tier 3		09/05/2019	06/18/2021	\$52701	Principal, Teachers
Instructional Coach	Instructional Coaches 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	Assistant Superintendent; Principals; and Instructional Coaches
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-8.	Academic Support Program			09/03/2013	06/19/2020	\$115356	Principals, Instructional Coaches, and Teachers
KRESA PD on PBIS, SEL and Trauma Informed Classrooms	Comstock Elementary Staff will attend conferences on Positive Behavior Support (PBIS), Social Emotional Learning (SEL), and Aligning Initiatives. Staff will also attend training on Trauma Informed Classrooms.	Professional Learning			07/29/2019	06/26/2020	\$901	Comstock Elementary Teachers

District Improvement Plan

Comstock Public Schools

Parent Liaison	<p>Parent liaisons support parents by:</p> <ul style="list-style-type: none"> • Facilitating communication between home and school • Broadening teacher and staff understanding of each student, each student's interests and needs • Sharing strategies to use in the home that support school success • Connecting parents with the school by providing information about the school and its programs • Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary • Organizing parent forums that build upon parents' strengths in supporting their children's learning • Working with "focus families" identified by a student's academic performance and/or perceived needs. 	Parent Involvement			08/27/2013	06/26/2020	\$32918	Assistant Superintendent, 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.	Professional Learning		Implement	09/09/2013	06/26/2020	\$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	06/19/2020	\$0	Administrators and Instructional Coaches
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	06/19/2020	\$0	All staff
Report Card Alignment	The district will hire an instructional coach to align new curriculum to report cards.	Curriculum Development			06/17/2013	06/19/2020	\$800	Instructional Coaches, Assistant Superintendent
Behavior Coaches	Comstock Elementary School 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	06/26/2020	\$150000	Principals

District Improvement Plan

Comstock Public Schools

Moby Max	All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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	09/05/2018	06/18/2021	\$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 and present at the 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
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans. Students will be given the opportunity to choose what they would like to read to align with best practice.	Materials			12/01/2016	06/19/2020	\$18000	Director of Curriculum, Principals and Instructional Coaches

District Improvement Plan

Comstock Public Schools

IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Meet with parents of the K-8 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans. Compensate teachers at the curriculum rate for any meetings outside of required meeting time.	Parent Involvement			02/01/2017	06/19/2020	\$7000	Assistant Superintendent, Principals and Staff
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	06/18/2021	\$10000	Assistant Superintendent, 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
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	06/19/2020	\$125000	Title I Director, Principal and Teachers
Moby Max	All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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	09/05/2018	06/18/2021	\$10000	K-8 Instructional Team, Teachers, and Parents

Comstock North 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

Moby Max	All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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	09/05/2018	06/18/2021	\$10000	K-8 Instructional Team, Teachers, and Parents
Moby Max	All students will receive a Moby Max account for grades K-8 to help struggling learners quickly catch up to grade level and close learning gaps.	Academic Support Program	Tier 1		01/26/2015	06/19/2020	\$0	All staff
Chromebooks and PD	In 2015-16, Third and Eleventh grade students received daily interventions and practice keyboarding skills on a Chromebook to increase their chance of scoring proficient on the state assessment. Staff will receive daily support from a technology integration specialist, and students will also have time to work after school on the Chromebooks two days a week. In 2016-17 this pilot will be extended by adding additional Chromebook carts in all schools in the district. Specifically, second, third and fourth grade will complete all reading assessments online to prepare for the state assessment. Staff will be trained to help students use the chromebooks and to enhance their instruction. In 2017-18, all students will have access to chromebooks during the school day K-12.	Professional Learning, Technology			01/04/2016	06/19/2020	\$114000	Assistant Superintendent, Principals, Teachers, and Technology Department

Comstock High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coaching	Instructional Coaches 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	06/25/2021	\$230000	Assistant Superintendent; 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 Comstock Middle School and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Direct Instruction, Professional Learning	Tier 1		09/08/2015	06/18/2021	\$3000	Principals and School Improvement Teams
Instructional Coach	Instructional Coaches 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	Assistant Superintendent; Principals; and Instructional Coaches
SAT Prep	CHS, CMS, and STEM Middle School staff will incorporate SAT/PSAT 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	06/19/2020	\$0	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	07/20/2019	\$842	Science Teachers and Administration
AP Calculus Training	Our AP calculus teacher will attend training to review best practice and content updates.	Professional Learning		Monitor	10/28/2016	06/18/2021	\$275	Traci Spada
AP Biology Training	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	06/19/2020	\$834	AP Biology Teacher

District Improvement Plan

Comstock Public Schools

AP US History Training	The AP US History teacher will attend a conference to increase knowledge in AP curriculum and instruction.	Professional Learning			10/28/2016	06/19/2020	\$1016	CHS Principal; AP US History 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	06/19/2020	\$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	06/19/2020	\$1202	Principals and Teachers
The Leader in Me by Franklin Covey	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. 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." Middle School Staff will receive an additional two day booster training due to the high number of new staff. Eight parents/community members will be trained to be training facilitators for parents. The Board of Education will be trained in the Summer of 2018. Principals will attend Leader in Me Principal Training. Instructional Coaches will attend Leader in Me Coach training. Teachers and CHS Students will attend and present at the Leader in Me Symposium. Teachers at NEMS, Green Meadow and North will attend the symposium.	Professional Learning		Implement	01/26/2015	06/12/2019	\$66743	Administrators and Teachers

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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
Chromebooks and PD	In 2015-16, Third and Eleventh grade students received daily interventions and practice keyboarding skills on a Chromebook to increase their chance of scoring proficient on the state assessment. Staff will receive daily support from a technology integration specialist, and students will also have time to work after school on the Chromebooks two days a week. In 2016-17 this pilot will be extended by adding additional Chromebook carts in all schools in the district. Specifically, second, third and fourth grade will complete all reading assessments online to prepare for the state assessment. Staff will be trained to help students use the chromebooks and to enhance their instruction. In 2017-18, all students will have access to chromebooks during the school day K-12.	Professional Learning, Technology			01/04/2016	06/19/2020	\$114000	Assistant Superintendent, Principals, Teachers, and Technology Department
NGSX Training and Coaching	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. STEM elementary teachers will attend NGSX training at Kent ISD.	Professional Learning			08/14/2018	06/19/2020	\$9000	Assistant Superintendent, CHS and STEM Principal, Instructional Coach and Science Department

Comstock Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Instructional Coaching	Instructional Coaches 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	06/25/2021	\$230000	Assistant Superintendent; Principals
Title I Math Highly Qualified Teacher	The students who display the highest need in math, will have additional math interventions taught by the Title I Math Teacher until their assessments show improvement.	Academic Support Program	Tier 3		09/05/2019	06/18/2021	\$52701	Principal, Teachers

District Improvement Plan

Comstock Public Schools

Instructional Coach	Instructional Coaches 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	Assistant Superintendent; Principals; and Instructional Coaches
Highly Qualified Paraprofessionals	Paraprofessionals will provide consistent academic support in grades K-8.	Academic Support Program			09/03/2013	06/19/2020	\$115356	Principals, Instructional Coaches, and Teachers
KRESA PD on PBIS, SEL and Trauma Informed Classrooms	Comstock Elementary Staff will attend conferences on Positive Behavior Support (PBIS), Social Emotional Learning (SEL), and Aligning Initiatives. Staff will also attend training on Trauma Informed Classrooms.	Professional Learning			07/29/2019	06/26/2020	\$901	Comstock Elementary Teachers
Parent Liaison	Parent liaisons support parents by: <ul style="list-style-type: none"> • Facilitating communication between home and school • Broadening teacher and staff understanding of each student, each student's interests and needs • Sharing strategies to use in the home that support school success • Connecting parents with the school by providing information about the school and its programs • Arranging meetings between parents and school staff members, including arranging for an interpreter when necessary • Organizing parent forums that build upon parents' strengths in supporting their children's learning • Working with "focus families" identified by a student's academic performance and/or perceived needs. 	Parent Involvement			08/27/2013	06/26/2020	\$32918	Assistant Superintendent, 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.	Professional Learning		Implement	09/09/2013	06/26/2020	\$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	06/19/2020	\$0	Administrators and Instructional Coaches

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	06/19/2020	\$0	All staff
Report Card Alignment	The district will hire an instructional coach to align new curriculum to report cards.	Curriculum Development			06/17/2013	06/19/2020	\$800	Instructional Coaches, Assistant Superintendent
Behavior Coaches	Comstock Elementary School 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	06/26/2020	\$150000	Principals
Moby Max	All students, K-8, will receive a Moby Max account to use at school, at home, and during the summer. Moby Max is a comprehensive 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	09/05/2018	06/18/2021	\$10000	K-8 Instructional Team, Teachers, and Parents

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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 and present at the 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>Moby Max</p>	<p>All students will receive a Moby Max account for grades K-8 to help struggling learners quickly catch up to grade level and close learning gaps.</p>	<p>Academic Support Program</p>	<p>Tier 1</p>		<p>01/26/2015</p>	<p>06/19/2020</p>	<p>\$0</p>	<p>All staff</p>

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Comstock Public Schools

Chromebooks and PD	In 2015-16, Third and Eleventh grade students received daily interventions and practice keyboarding skills on a Chromebook to increase their chance of scoring proficient on the state assessment. Staff will receive daily support from a technology integration specialist, and students will also have time to work after school on the Chromebooks two days a week. In 2016-17 this pilot will be extended by adding additional Chromebook carts in all schools in the district. Specifically, second, third and fourth grade will complete all reading assessments online to prepare for the state assessment. Staff will be trained to help students use the chromebooks and to enhance their instruction. In 2017-18, all students will have access to chromebooks during the school day K-12.	Professional Learning, Technology			01/04/2016	06/19/2020	\$114000	Assistant Superintendent, Principals, Teachers, and Technology Department
Provide books to students and parents	We will provide books to K-8 students and parents to help students achieve their home reading plans. Students will be given the opportunity to choose what they would like to read to align with best practice.	Materials			12/01/2016	06/19/2020	\$18000	Director of Curriculum, Principals and Instructional Coaches
IRIP (Individual Reading Improvement Plans) Additional Parent Teacher Conferences for K-5	Meet with parents of the K-8 students who are not reading at grade level after each NWEA MAP Reading Assessment. Provide books and at-home reading activities/plans. Compensate teachers at the curriculum rate for any meetings outside of required meeting time.	Parent Involvement			02/01/2017	06/19/2020	\$7000	Assistant Superintendent, Principals and Staff
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	06/18/2021	\$10000	Assistant Superintendent, building Principals, Instructional Coaches and Teachers
Playworks	Contract with Playworks to transform school culture through safe and healthy play at recess, which includes on-site training, consulting and capacity building with staff.	Direct Instruction, Professional Learning			07/10/2019	06/26/2020	\$9700	CES Principal

Comstock Compass High 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

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 Comstock Middle School and STEM Academy will incorporate PSAT warm-ups and align assessments, including writing rubrics to this new testing requirement.	Direct Instruction, Professional Learning	Tier 1		09/08/2015	06/18/2021	\$3000	Principals and School Improvement Teams
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	06/19/2020	\$3099	Two STEM teachers (K-8)
MRA Conference	The STEM Academy will send an ELA teacher to the Michigan Reading Association Conference to learn how to amplify student voices.	Professional Learning			08/30/2019	08/30/2019	\$2184	STEM Principal and ELA Teacher
Chromebooks and PD	In 2015-16, Third and Eleventh grade students received daily interventions and practice keyboarding skills on a Chromebook to increase their chance of scoring proficient on the state assessment. Staff will receive daily support from a technology integration specialist, and students will also have time to work after school on the Chromebooks two days a week. In 2016-17 this pilot will be extended by adding additional Chromebook carts in all schools in the district. Specifically, second, third and fourth grade will complete all reading assessments online to prepare for the state assessment. Staff will be trained to help students use the chromebooks and to enhance their instruction. In 2017-18, all students will have access to chromebooks during the school day K-12.	Professional Learning, Technology			01/04/2016	06/19/2020	\$114000	Assistant Superintendent, Principals, Teachers, and Technology Department