



District Improvement Plan

Hale Area 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. It has also been designed to address any federal, state and locally required elements that must be contained in a School Improvement Plan.

Executive Summary

Introduction

Every school system has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school system makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school system stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school system, and the kinds of programs and services that a school system implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school system with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the community will have a more complete picture of how the school system perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school system to reflect on how it provides teaching and learning on a day to day basis.

Description of the School System

Describe the school system's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school system serves?

Hale Area Schools is a Class D district with 470 students. It is located in the northeastern section of Lower Michigan. There are few employment opportunities within the community. The area consists of many small lakes with summer cottages. The size of the community increases greatly during the summer months. There is a high rate of unemployment in the area.

Hale Area Schools has been a Deficit Elimination District for the past three years. At the end of the 2012-2013 school year, we will be out of deficit.

One of the challenges in this community is trying to change to a culture where student achievement is valued. The high school drop-out rate is high. The absentee ratio is high. There are families in the community who have not had any family member graduate from high school. There is little incentive to work hard and graduate.

ENROLLMENT

Student enrollment dropped by approximately 40 students from 2009-2012 [634 (2009-10) to 597 (2010-11) to 550 (2011-12) to currently 470 (2012-13)]. This represents a 26% decrease in enrollment. Kindergarten was down 33% in comparison to the year before. Grades 1-8 down 13.5%; grades 9-12 down 12%. Kindergarten 2012-13 is down 18 students; 10th grade, we are down 14 students. For grades K-12, we are down 20% overall (not including the Cyber School program. We feel this is partly due to people leaving the area.

ATTENDANCE

In grades 9-12, attendance was at 95%; however, seniors only attended 67% of the days in session. In grades 9-11, we had above 95% attendance with the average days off at 6. Part of the reason for this is some students may have finished their on-line classes earlier. In grades K-8, we only had three classes with an average of 95% or above (grades 2, 7, and 8); the average number of absences per class per student was 11.4 days. Kindergarten and 6th grade had the highest percent of absenteeism.

SPECIAL EDUCATION

In 2011-12, we have 15% of our students who qualify for special education; during 2012-13, we have 16.8% of our students qualify for special education services. Last year we had 83 students in special education; this year, we have 79 students in special education. Last year, we had 13 students (2.3%) with 504 plans, there are none reported this year.

EMPLOYEES

Teachers at Hale have taught for an average of 10.23 years. On average, they have taught in Hale for 8.64 years. There are about 60% of our teachers who have an advanced (Masters or Specialist) degree. Over 50% of our teachers are in their first year of teaching for Hale Area Schools; the vast majority of these teachers are in their first year.

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Over the past year, there has been approximately a 50% staff turnover. This includes teachers, certified teacher aides, secretaries, technology personnel, and athletics. A number of staff who were not competent are no longer employed by the district.

During the past two years, teachers have had extensive professional development and training where all teachers were trained in a systems approach (PDCA). Based on this year's individual teacher evaluations, the teachers have verbalized and committed even more to the PDCA school improvement process and integrating technology into the curriculum. Also during the evaluations, it became obvious that teachers needed to improve on their ability to plan units and develop appropriate assessments. They support learning the Understanding by Design process using a 'backward by design' approach to plan more effective teaching units.

System's Purpose

Provide the school system's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school system embodies its purpose through its program offerings and expectations for students.

MISSION: Hale Area Schools will equip students with the innovative and technological skills to transfer knowledge from the classroom to the global workplace.

BELIEF STATEMENT: All students will learn.

We are committed to a continuous school improvement process commonly known across our country as PDCA, which is directly derived from the 90/90/90 research.

For the past two years, we have had extensive professional development for our instructional staff. One of the areas that teachers received training was with Larry Lezotte's "7 Correlates of Highly Effective Schools." One of the correlates is 'high expectations for students.' Everyone in the district needed to understand how their actions conveyed (or didn't convey) high expectations for student achievement. This has been a work in progress. For the 2013-2014 school year, we have added higher-level courses in math and science and increased the number of electives offered to the high school students. We are sending the message that "good enough is NOT good enough." Our teachers are making increased telephone calls and contacts to parents. We continue to work on improving the culture of our schools through building positive relationships. We have instituted programs in the elementary, middle school, and high school which help us develop, model, teach, and recognize high expectations for student behavior. We have begun to develop recognition systems for students who reach desired levels of achievement.

Notable Achievements and Areas of Improvement

Describe the school system's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school system is striving to achieve in the next three years.

POINTS OF PRIDE - HALE ELEMENTARY/MIDDLE SCHOOL

- * we have a school-wide reading program, which includes Accelerated Reader and March is Reading Month activities
- * students have reading buddies that pairs older students with our younger students
- * we have community outreach programs, including Family Connections, Scouts, Rachel's Challenge, and Heaven's Angels
- * we have a high percentage of parents participating in Parent-Teacher Conferences
- * we have developed common assessments in the areas of reading, writing, and mathematics
- * we have integrated technology into our classrooms
- * we use interactive programs like Study Island and BrainWare Safari
- * we have updated hardware, including all new computer labs, iPad carts, and classroom clicker sets
- * we have a new integrated security system that communicates with local and state law enforcement agencies
- * using PAX has made our school a more peaceful, productive community

POINTS OF PRIDE - HALE HIGH SCHOOL

- * we offer college preparatory courses and dual enrollment
- * our students are offered vocational programs through IRESA Technology Center and Bay-Arenac Career Center
- * we have a student mentorship program
- * we have a number of community outreach programs and events
- * we have developed common assessments in reading, writing, and math
- * we offer Spanish to our students via distance learning
- * our band received a 1 in both district and state competitions
- * our school has established a Friends of Rachel Club, which promotes friendship and kindness
- * we have innovative technology in every classroom

TECHNOLOGY

- * we have updated security throughout our entire building
- * we have brand-new computers in our three computer labs
- * we have several iPad carts
- * we have two new laptop carts
- * we are increasing our wireless network with 40 new WAPS
- * we are installing 16 new security cameras this summer
- * we have MobiPads and digital projectors for teacher use in every classroom
- * we have sets of clickers for our classrooms

AREAS OF IMPROVEMENT

We are committed to the disaggregation of both formative and summative assessment data. Formative assessment data shall be done on a daily basis with adjustments to the following day's instruction based on student achievement data. This is a commitment and undertaking of our staff as of May 2013.

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As of May 2013, we are working diligently and are committed to tutorial and enrichment sessions a minimum of weekly based on achievement data to assure that all students meet their fullest potential academically. Our teaching staff is committed to improving their skills in the area of unit planning, use of technology, and utilizing assessment results to inform instruction.

During the summer of 2013, our teachers will be trained in using the Reader's and Writer's Workshop approach to literacy. We will also begin the training on how to institute Understanding by Design in lesson and unit design.

Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

We have improved the security to our building by adding a security system which includes video cameras, as well as a secured entry system. We are scheduled to add 16 additional cameras throughout the course of the 2013-2014 school year. We work with local police agencies for crisis planning. Through the internet, they have 24-hour-a-day access to our security cameras.

We have had facility upgrades, including roof, cement block, and brick tuck-pointing, and improvements to the gymnasium and cafeteria.

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.

For membership in the District School Improvement Team, we invited all members of our school community--administration, teachers, certified teacher aides, paraprofessionals, cooks, custodians, secretarial, and transportation. In addition, we placed an All Call that went out to all our parents inviting them to be members. Everyone who expressed an interest in being a part of the team was welcomed. At the first meetings, we reviewed the purpose of the team and what the roles are. Meetings are all held in the late afternoon to accommodate everyone's schedules.

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

The team currently consists of teachers, Board members, certified staff, parents, community members, consultants, and administration. Everyone has an equal voice and input into the plan. We work as a team; responsibilities are shared among all members.

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

A link to the District School Improvement Plan is placed on our school district website. It is reviewed by the School Board and teachers.

Stakeholders will receive semi-annual information on the plan's progress. (can change later)

District Additional Requirements Diagnostic

Introduction

This diagnostic contains certification requirements for Michigan districts. This diagnostic must be completed by all districts.

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Assurance	Response	Comment	Attachment
The District School Improvement Team reviews the CIMS data.	Yes	Within our Skyward program, we review data on attendance, grades including failures and retentions, discipline, Special Education, and graduation rates.	

Assurance	Response	Comment	Attachment
CIMS data is used to prepare our District Improvement Plan.	Yes		

Assurance	Response	Comment	Attachment
The District Technology Protection Measure blocks or filters adult and student internet access to inappropriate materials (visual depictions that are obscene, child pornography, or harmful to minors).	Yes	We have LanSchool in all of our computer labs that blocks applications. In addition, we have SonicWall which everything on our network goes through. SonicWall blocks internet access.	

Assurance	Response	Comment	Attachment
The district has a process to monitor adult and student use of the internet.	No	We do have LanSchool and SonicWall. We can get reports from SonicWall. We also utilize E2020 for students and can get reports on student usage from this source. However, we do not have individual student or adult log-ins required to access the school network where we can collect information per student or per adult.	

Assurance	Response	Comment	Attachment
The district has an Internet Safety Policy in place.	Yes	We do have an Internet Safety Policy. All our students are required on an annual basis to sign a document indicating that they will follow the policy. Our adults sign the document one time.	

Assurance	Response	Comment	Attachment
The Internet Safety Policy meets the requirements as outlined in the state Technology Planning and CIPA requirements.	Yes		

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Assurance	Response	Comment	Attachment
The district uses school-wide assessments to determine the telecommunication services and hardware support that are needed to support teaching and learning in all schools.	Yes	As a result of assessing our needs, we now have an All Call System to notify parents, staff, students, etc. of upcoming events or situations. We also plan to update to fiber to provide for faster access to the internet. We have reviewed our hardware situation and know that we need to update the hardware in all our computer labs. We have reviewed our hardware and connectivity needs for the assessments for the Common Core. We have purchased clickers, iPads, laptop computer carts, and MobiPads for the classrooms.	

Assurance	Response	Comment	Attachment
The district uses the school-wide assessment data to identify the needs of the schools in the following areas: infrastructure (wiring, internet connections T1, etc.) in all classrooms, in all labs, in all media centers, in the main office, in counseling offices, in support staff offices; hardware; software; professional development. If "yes," specify the needs in the comments section.	Yes	As a result of assessing our school-wide technology needs, we have identified the following needs: 1) greater wifi capacity within our building 2) fiber optic internet access 3) update all computers in computer labs 4) greater control over access to district technology resources	

Assurance	Response	Comment	Attachment
The district has identified specific actions that promote curriculum and teaching strategies to effectively integrate technology. If "yes," specify the actions in the comments section.	Yes	We have provided professional development for the technology that we purchased. We have purchased classroom technology of clickers, MobiPads, iPads, ExamView, digital projectors, and classroom computer(s). We have provided professional development by doing a book study of Classroom Instruction that Works that outlines research-based strategies and ways to integrate technology into the classroom. We also monitor technology usage through the use of classroom walk-throughs.	

Assurance	Response	Comment	Attachment
The district adjusts its curriculum to include technology literacy for all students.	No	We need to have a planned curriculum per grade to teach technology literacy. This curriculum should include keyboarding and major programs such as word processing, spreadsheet, and powerpoint applications.	

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Assurance	Response	Comment	Attachment
The district adjusts its instructional program to promote technology literacy. If "yes," specify the adjustments in the comments section.	Yes	We do have on-line classes using E2020. Our students in grades 3-8, plus some of the high school students, complete BrainWare Safari on-line. We have three computer labs available for students and classrooms to use. We have two new laptop carts. We utilize several iPad carts (200 iPads) in our building. Our K-6 classrooms have three computers for student use in their classrooms. Every classroom has a set of clickers to use. Every classroom has internet access. Every classroom has a teacher computer. By the end of the summer, every classroom will have their own wireless domain.	

Assurance	Response	Comment	Attachment
The institution complies with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of this institution that no person on the basis of race, color, religion, national origin or ancestry, age, gender, height, weight, marital status or disability shall be subjected to discrimination in any program, service or activity for which the institution is responsible, or for which it receives financial assistance from the U.S. Department of Education.	Yes	We comply with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education.	

Assurance	Response	Comment	Attachment
The institution has designated an employee to coordinate efforts to comply with and carry out non-discrimination responsibilities. If "yes," list the name, position, address and telephone number of the employee in the comments section.	Yes	Mr. Ronald L. Kraft, Superintendent 311 North Washington Hale, MI 48739 989-728-7661	

Assurance	Response	Comment	Attachment
The District has a District Board Policy that is related to Parent Involvement.	Yes	Our Board has adopted a Parent Involvement Policy.	

Assurance	Response	Comment	Attachment
The District has additional information necessary to support your improvement plan.	Yes	We have student assessment data that supports our improvement plan.	

Hale Area Schools District Improvement Plan

Overview

Plan Name

Hale Area Schools District Improvement Plan

Plan Description

2013-2014

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students at Hale Area Schools will become proficient readers.	Objectives: 1 Strategies: 6 Activities: 30	Academic	\$460141
2	All students at Hale Area Schools will become proficient mathematicians.	Objectives: 1 Strategies: 6 Activities: 28	Academic	\$423913
3	All students at Hale Area Schools will perform at a proficient level in science.	Objectives: 1 Strategies: 2 Activities: 2	Academic	\$3921

Goal 1: All students at Hale Area Schools will become proficient readers.

Measurable Objective 1:

A 5% increase of All Students will Demonstrate a proficiency in reading and comprehending grade-level material in English Language Arts by 04/07/2014 as measured by state-level assessments (MEAP, MME), standardized assessments (PLAN, EXPLORE, ACT), and district assessments (ELA Mastery, Read Faster, Study Island, PLATO).

Strategy 1:

Professional development - We will provide professional development to implement a system district-wide so that all teachers utilize consistent strategies and have a common vocabulary.

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - Continue to implement PDCA and TESA	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize an Instructional Coach / School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$20342	Title II Part A, General Fund	Superintendent, principal, consultant
Schools: All Schools						

Activity - Continue to train teachers on differentiated instruction and appropriate interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to train teachers on how to meet the needs of students with different learning styles and provide them with early and appropriate interventions (differentiated instruction). A consultant will be hired to present this information.	Professional Learning	07/01/2013	06/30/2014	\$657	Title II Part A	Principal, teachers, consultant
Schools: All Schools						

Activity - Continue to implement LSI and OCI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Utilize a consultant to continue implementing the LSI (Life Styles Inventory) and OCI (Organizational Culture Inventory). Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$4000	Title II Part A	Superintendent, principal, consultant
Activity - Continue to train teachers on technology	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to train teachers on technology programs and tools. These may include Skyward, BrainWare Safari, Study Island and other Edmentum products, Reading Eggs, PLATO, clickers, MobiPads, iPads, NWEA. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$1000	General Fund	Administration, teachers, consultant
Activity - Implement grade-level, building-level, and subject-area meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to implement a regularly-scheduled time to discuss grade-level, building-level, and/or subject-area issues and improve collaboration among all teachers (Teacher Meetings PD). These discussions and/or training could include such things as the Good Behavior Game, DIBELS, Star Reading and Math, Accelerated Reader, Readers and Writers Workshop, math program, Special Education requirements, grade-level folders, and emergency and child safety procedures. The time may also be used to complete state-required building-level reports. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$2000	General Fund	Superintendent, principal, consultant, teachers
Activity - Achievement Training Series	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement. Schools: All Schools	Professional Learning	09/02/2013	06/30/2014	\$4534	Title II Part A, General Fund	Administration, teachers, consultant
Activity - Continue to train teachers to create and use multiple types of assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$3500	General Fund, Title II Part A	Administration, teachers, consultant

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Activity - Continue to provide professional development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and/or subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$14345	Title I Schoolwide, Title II Part A, General Fund	Superintendent, principal, consultant

Activity - Readers' and Writers' Workshop	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will be trained during a one-week workshop on how to implement Readers' and Writers' Workshop. Schools: All Schools	Professional Learning	07/08/2013	07/12/2013	\$14742	Title II Part A, Title I Schoolwide	Administration, Title program directors, consultant

Strategy 2:

Utilize technology - Utilize technology to enhance instruction and gather data to make daily adjustments in instruction.

Research Cited: Schacter, J. The Impact of Educational Technology on Student Achievement: What the Most Current Research Has to Say. Santa Monica, CA: Milken Exchange on Education Technology, 2001.

Waxman, H.C., Len, M., & Michko, G. M. (2003). A meta-analysis of the effectiveness of teaching and learning with technology on student outcomes. North Central Regional Education Laboratory.

Activity - Continue to utilize technology to provide extended opportunities for students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to utilize Study Island and other Edmentum products, Plato, iPads, ExamView, clickers, BrainWare Safari, Accelerated Reader, Reading Eggs, Reading Eggspress, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs. Schools: All Schools	Technology	07/01/2013	06/30/2014	\$11975	Title I Schoolwide, General Fund	Principal, teachers, tech support, consultant

Strategy 3:

Implement instructional strategies - Implement instructional strategies to help students attain proficiency.

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

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Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - Non-core teacher support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Non-core teachers will identify areas within the Common Core State Standards that they will support in every grade level. Schools: All Schools	Direct Instruction	09/02/2013	06/30/2014	\$0	General Fund	Principal, teachers

Activity - Implement individual and small-group instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups. Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$71436	General Fund, Title I Schoolwide, Section 31a	Principal, teachers, paraprofessionals

Activity - Rtl activities, interventions, extended-day and/or extended week	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends. Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$66495	Title I Schoolwide, Section 31a, General Fund	Principal, teachers, certified teacher aides

Activity - Title Program Consultant	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will utilize a consultant to assist with proper implementation of the Title programs. Schools: Hale Elementary/Middle School	Implementation	07/01/2013	06/30/2014	\$8250	Title I Schoolwide	Administration, Title program directors

Activity - Offer Summer School	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will implement a summer school program to help students maintain and reinforce their skills in ELA and math. Schools: All Schools	Direct Instruction	06/24/2013	08/30/2013	\$36800	General Fund, Title I Schoolwide	Administration, teachers, certified teacher aides

Activity - Run an extended-day kindergarten program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Run an extended-day kindergarten program to ensure that students learn foundational skills needed for success in later grades. Schools: Hale Elementary/Middle School	Direct Instruction	09/02/2013	06/30/2014	\$18265	Title I Schoolwide	Administration, teachers

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Activity - Provide Skills Classes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will implement ELA Skills and Encore classes to help students learn and reinforce their English Language Arts developmental skills Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$98500	Section 31a	Administration , teachers, certified teacher aides
Activity - Utilize supplemental literacy materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will utilize supplemental literacy materials so that students have a wide variety of materials at their specific reading level available. Schools: Hale Elementary/Middle School	Academic Support Program	09/02/2013	06/30/2014	\$20000	Title I Schoolwide	Administration , teachers

Strategy 4:

Improve students' social/emotional skills. - Work with students to improve their social/emotional skills and/or mental well-being so that they can reach their full academic potential.

Research Cited: Durlak, J. A., Weissberg, R. P., Dymnicki, A. B., Taylor, R. D., Schellinger, K. B. The Impact of Enhancing Students' Social and Emotional Learning: A Meta-Analysis of School-Based Universal Interventions: Child Development, Jan/Feb 2011, Vol. 82, No. 1, pp. 405-432.

Activity - Rachel's Challenge	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will implement Rachel's Challenge. This program focuses on eliminating bullying types of behaviors and encouraging positive talk and positive relationships. Schools: All Schools	Behavioral Support Program	09/02/2013	06/30/2014	\$5000	General Fund	Administration , teachers, social worker
Activity - Continue to employ a home-school liaison and licensed professional counselor	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff. Schools: All Schools	Academic Support Program	07/01/2013	06/30/2014	\$47000	General Fund, Section 31a, Title I Schoolwide	Administration , teachers, home-school liaison, licensed professional counselor
Activity - Good Behavior Game	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to. Schools: All Schools	Behavioral Support Program	09/02/2013	06/30/2014	\$1000	General Fund, Section 31a	Principal, teachers, home-school liaison, licensed professional counselor
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Strategy 5:

ELA mastery - Develop ELA mastery items based on the Common Core State Standards

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - ELA mastery assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers have identified ELA skills per grade level for students to master based on the Common Core State Standards. They will continue to develop and update their assessments of these items and give the assessments to students bi-monthly. The compiled grade-level data stating the percentage of students mastering each skill topic will be reported at the Board meetings. Schools: All Schools	Evaluation	09/02/2013	06/30/2014	\$900	General Fund	Teachers, administration, consultant

Activity - Graph student progress	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will graph their own progress on the ELA mastery items every time they are assessed. Schools: All Schools	Direct Instruction	09/02/2013	06/30/2014	\$0	No Funding Required	Teachers

Strategy 6:

Improve communication with parents - We will improve communication with parents by 1) increasing both how we communicate with parents and the number of activities and trainings in which parents can participate, 2) utilizing technology to communicate with parents, 3) increasing the number of opportunities that parents have to be engaged in our school, 4) updating the volunteer forms and listing all available opportunities, and 5) hiring a Parent Engagement Coordinator

Research Cited: K. Cotton and K. Wikelund research from the Northwest Educational Laboratory on the importance of parental involvement

Activity - Solicit volunteers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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District Improvement Plan

Hale Area Schools

Update our volunteer form to list all available opportunities and solicit volunteers to help throughout the school. Schools: All Schools	Parent Involvement	08/19/2013	06/30/2014	\$0	No Funding Required	Principal, teachers, secretarial staff, Parent Engagement Coordinator
Activity - Update our parents and community regularly	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will provide updates for our parents and community about school events, policies, and general information. This information will be placed on our web page regularly, provided to area newspapers, transmitted via "All Call," and sent home to family and/or district residents using letters and newsletters. Schools: All Schools	Community Engagement	07/01/2013	06/30/2014	\$2500	General Fund	Teachers, administration, Parent Engagement Coordinator, Web-site Administrator/Communications Coordinator
Activity - Provide parent activities and trainings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Expand ways that we communicate with parents by having activities such as Invite A Parent to School Day or Using Technology Night or Student Scheduling Options Night by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages. Schools: All Schools	Parent Involvement	07/01/2013	06/30/2014	\$2000	Title I Schoolwide, General Fund	Teachers, administration
Activity - Host Parent Engagement and Family Fun Night Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Host Parent Engagement and Family Fun Night activities to be held throughout the year. Our expenses will include presenters, programs, supplies, and snacks. Schools: Hale Elementary/Middle School	Parent Involvement	08/01/2013	06/30/2014	\$1500	Title I Schoolwide	Principal, teachers, parent volunteers, School Board members, instructional aides and paraprofessionals, Parent Engagement Coordinator

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Hale Area Schools

Activity - Host an Open House	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Host an Open House before school begins,. This will help engage parents and also provide a means to solicit volunteers for the year and give information about the variety of ways that parents can become engaged. Schools: All Schools	Parent Involvement	08/19/2013	09/09/2013	\$1000	General Fund	Instructional staff and directors, principal, secretaries, Parent Engagement Coordinator
Activity - Lead recruitment efforts for involving more parents	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Parent Engagement Coordinator will lead recruitment efforts to engage more parents in the school and also help organize parents so that their engagement is more effective. Schools: Hale Elementary/Middle School	Parent Involvement	08/05/2013	06/30/2014	\$2400	Title I Schoolwide	Principal, teachers, Parent Engagement Coordinator
Activity - Provide electronic information to parents	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will provide information to parents in an electronic manner wherever possible and feasible, including such things as attendance, grades, and online IDPs. Schools: All Schools	Parent Involvement	09/02/2013	06/30/2014	\$0	No Funding Required	Teachers, administration

Goal 2: All students at Hale Area Schools will become proficient mathematicians.

Measurable Objective 1:

A 7% increase of All Students will Demonstrate a proficiency in math rules, math vocabulary, elementary algebra (fractions, ratios, decimals, percents, order of operations), and math formulas in Mathematics by 04/07/2014 as measured by State assessments (MEAP, MME), Standardized assessments (EXPLORE, PLAN, ACT), District assessments (PLATO, Study Island, Math Mastery).

Strategy 1:

Math mastery - Develop math mastery items based on the Common Core State Standards

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

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Activity - Math mastery assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers have identified math skills per grade level for students to master based on the Common Core State Standards. They will continue to develop and update assessments of these items and give the assessments to students bi-monthly. The compiled grade-level data stating the percentage of students mastering each skills topic will be reported at the Board meetings. Schools: All Schools	Evaluation	09/02/2013	06/30/2014	\$900	General Fund	Teachers, administration, consultant

Activity - Graph student progress	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will graph their own progress on the math mastery items every time they are assessed. Schools: All Schools	Direct Instruction	09/02/2013	06/30/2014	\$0	No Funding Required	Teachers

Strategy 2:

Improve communication with parents. - We will improve communication with parents by 1) increasing both how we communicate with parents and the number of activities and/or trainings in which parents can participate, 2) utilizing technology to communicate with parents, 3) increasing the number of opportunities that parents have to be engaged in our school, 4) updating the volunteer forms and listing all available opportunities, and 5) hiring a Parent Engagement Coordinator

Research Cited: K. Cotton and K. Wikelund research from the Northwest Regional Educational Laboratory on the importance of parental involvement.

Activity - Provide parent activities and trainings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Expand ways that we communicate with parents by having activities such as Invite A Parent to School day, Using Technology Night, or Student Scheduling Options night or by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages. Schools: All Schools	Parent Involvement	07/01/2013	06/30/2014	\$2000	General Fund, Title I Schoolwide	Teachers, administration

Activity - Solicit volunteers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Update our volunteer form to list all available opportunities and solicit volunteers to help throughout the school. Schools: All Schools	Parent Involvement	08/19/2013	06/30/2014	\$0	No Funding Required	Principal, teachers, secretarial staff, Parent Engagement Coordinator

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Activity - Host an Open House	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Host an Open House before school begins. This will help engage parents and also provide a means to solicit volunteers for the year and give information about the variety of ways that parents can become engaged. Schools: All Schools	Parent Involvement	08/19/2013	09/09/2013	\$1000	General Fund	Instructional staff and directors, principal, secretaries, Parent Engagement Coordinator
Activity - Update our parents and community regularly	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will provide updates for our parents and community about school events, policies, and general information. This information will be placed on our web page regularly, provided to area newspapers, transmitted via "All Call," and sent home to family and/or district residents using letters and newsletters. Schools: All Schools	Community Engagement	07/01/2013	06/30/2014	\$2500	General Fund	Teachers, administration, Parent Engagement Coordinator, web-site administrator
Activity - Lead recruitment efforts for involving more parents	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A Parent Engagement Coordinator will lead recruitment efforts to engage more parents in the school and also help organize parents so that their engagement is more effective. Schools: Hale Elementary/Middle School	Parent Involvement	08/05/2013	06/30/2014	\$2400	Title I Schoolwide	Principal, teachers, Parent Engagement Coordinator
Activity - Provide electronic information to parents	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will provide information to parents in an electronic manner wherever possible and feasible, including such things as attendance, grades, and online IDPs. Schools: All Schools	Parent Involvement	09/02/2013	06/30/2014	\$0	No Funding Required	Teachers, administration
Activity - Host Parent Engagement and Family Fun Night Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Host Parent Engagement and Family Fun Night activities to be held throughout the year. Our expenses will include presenters, programs, supplies, and snacks. Schools: Hale Elementary/Middle School	Parent Involvement	08/01/2013	06/30/2014	\$1500	Title I Schoolwide	Principal, teachers, parent volunteers, School Board members, instructional aides and paraprofessionals, Parent Engagement Coordinator
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Strategy 3:

Professional development - We will provide professional development to implement a system district-wide so that all teachers utilize consistent strategies and have a common vocabulary.

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - Continue to train teachers on creating and using multiple types of assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$3500	Title II Part A, General Fund	Administration, teachers, consultant

Activity - Achievement Training Series	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement. Schools: All Schools	Professional Learning	09/02/2013	06/30/2014	\$4534	Title II Part A, General Fund	Administration, teachers, consultant

Activity - Implement grade-level, building-level, and subject-area meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Continue to implement a regularly-scheduled time (Teacher Meetings PD) to discuss grade-level, building-level, and/or subject-area issues and improve collaboration among all teachers. These discussions and/or training could include such things as the Good Behavior Game, DIBELS, STAR Reading and Math, Accelerated Reader, Readers and Writers Workshop, math program, Special Education requirements, grade-level folders, and emergency and child safety procedures. The time may also be used to complete state-required building-level reports. Schools: All Schools	Professional Learning	07/01/2013	06/23/2014	\$2000	General Fund	Superintendent, principal, consultant, teachers
Activity - Continue to implement LSI and OCI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize a consultant to continue implementing the LSI (Life Styles Inventory) and OCI (Organizational Culture Inventory) Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$4000	Title II Part A	Superintendent, principal, consultant
Activity - Continue to implement PDCA and TESA	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize an Instructional Coach/School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$20342	General Fund, Title II Part A	Superintendent, principal, consultant
Activity - Continue to provide professional development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$14345	Title II Part A, Title I Schoolwide, General Fund	Superintendent, principal, Instructional Coach/School Improvement Consultant
Activity - Math Curriculum Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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We will participate in a series of workshops sponsored by Lewis Cass ISD with a focus on developing curriculum and lessons in Mathematics based on the Common Core State Standards. The sessions will include information on brain-based math, implementing the 8 Standards of Mathematical Practices, and teaching for math excellence. Teachers will learn how to implement the MAISA Units with fidelity. Leading math practitioners will facilitate these workshops.	Professional Learning	09/02/2013	06/30/2014	\$6764	Title II Part A	Administration , teachers, consultant
Schools: All Schools						

Activity - Continue to train teachers on technology	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to train teachers on technology programs and tools. These may include Skyward, BrainWare Safari, Study Island and other Edmentum products, PLATO, clickers, MobiPads, iPads, NWEA.	Professional Learning	07/01/2013	06/30/2014	\$1000	General Fund	Administration , teachers, consultant
Schools: All Schools						

Activity - Continue to train teachers on differentiated instruction and appropriate interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will continue to train teachers on how to meet the needs of students with different learning styles and provide them with early and appropriate interventions (differentiated instruction). A consultant will be hired to present this information.	Professional Learning	07/01/2013	06/30/2014	\$657	Title II Part A	Principal, teachers, consultant
Schools: All Schools						

Strategy 4:

Utilize technology - Utilize technology to enhance instruction and gather data to make daily adjustments in instruction.

Research Cited: Schacter, J. The Impact of Educational Technology on Student Achievement: What the Most Current Research Has to Say. Santa Monica, CA: Milken Exchange on Education Technology, 2001.

Waxman, H.C., Len, M., & Michko, G. M. (2003). A meta-analysis of the effectiveness of teaching and learning with technology on student outcomes. North Central Regional Education Laboratory.

Activity - Continue to utilize technology to provide extended opportunities for students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to utilize Study Island, Plato, and other Edmentum products, YourTeacher, iPads, ExamView, clickers, BrainWare Safari, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$11975	General Fund, Title I Schoolwide	Principal, teachers, tech support, consultant
Schools: All Schools						

Strategy 5:

Improve students' social/emotional skills - Work with students to improve their social/emotional skills and/or mental well-being so that they can reach their full academic

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potential.

Research Cited: Durlak, J. A., Weissberg, R. P., Dymnicki, A. B., Taylor, R. D., Schellinger, K. B. The Impact of Enhancing Students' Social and Emotional Learning: A Meta-Analysis of School-Based Universal Interventions: Child Development, Jan/Feb 2011, Vol. 82, No. 1, pp. 405-432.

Activity - Rachel's Challenge	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will implement Rachel's Challenge. This program focuses on eliminating bullying types of behaviors and encouraging positive talk and positive relationships. Schools: All Schools	Behavioral Support Program	09/02/2013	06/30/2014	\$5000	General Fund	Administration , teachers, social worker

Activity - Good Behavior Game	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to. Schools: All Schools	Behavioral Support Program	09/02/2013	06/30/2014	\$1000	General Fund, Section 31a	Principal, teachers, home-school liaison, licensed professional counselor

Activity - Continue to employ a home-school liaison and licensed professional counselor	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff. Schools: All Schools	Academic Support Program	07/01/2013	06/30/2014	\$47000	Section 31a, Title I Schoolwide, General Fund	Administration , teachers, home-school liaison, licensed professional counselor

Strategy 6:

Implement instructional strategies. - Implement instructional strategies to help students attain proficiency.

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - Provide Skills Classes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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We will implement Math Skills and Encore classes to help students learn and reinforce math developmental skills. Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$98500	Section 31a	Administration , teachers, certified teacher aides
Activity - Continue to implement individual and small-group instruction.	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$71436	Title I Schoolwide, General Fund, Section 31a	Principal, teachers, paraprofessionals
Activity - Run an extended-day kindergarten program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Run an extended-day kindergarten program to ensure that students learn foundational skills needed for success in later grades. Schools: Hale Elementary/Middle School	Direct Instruction	09/02/2013	06/30/2014	\$18265	Title I Schoolwide	Administration , teachers
Activity - Non-core teacher support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Non-core teachers will identify areas within the Common Core State Standards that they will support in every grade level. Schools: All Schools	Direct Instruction	09/02/2013	06/30/2014	\$0	General Fund	Principal, teachers
Activity - Offer summer school	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We will implement a summer school program to help students maintain and reinforce their skills in ELA and math. Expenses will include staffing, supplies, and transportation. Schools: All Schools	Direct Instruction	06/16/2014	08/29/2014	\$36800	General Fund, Title I Schoolwide	Administration , teachers, certified teacher aides
Activity - Rtl activities, interventions, extended-day and/or extended-week	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends. Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$66495	General Fund, Title I Schoolwide, Section 31a	Principal, teachers, certified teacher aides

Goal 3: All students at Hale Area Schools will perform at a proficient level in science.

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Measurable Objective 1:

A 8% increase of All Students will Demonstrate a proficiency in understanding and applying their knowledge in Science by 04/07/2014 as measured by state-level assessments (MEAP, MME), standardized assessments (PLAN, EXPLORE, ACT), and district assessments (Study Island, PLATO).

Strategy 1:

Professional development - We will provide professional development to implement a system district-wide so that all teachers utilize consistent strategies and have a common vocabulary.

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - Continue to implement PDCA and TESA	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize an Instructional Coach/School Improvement Consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA include creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard. Schools: All Schools	Professional Learning	07/01/2013	06/30/2014	\$3921	Title II Part A	Administration , Instructional coach/School Improvement consultant

Strategy 2:

Implement instructional strategies - Implement instructional strategies to help students attain proficiency.

Research Cited: Marzano, R. J., D. Pickering, and J. E. Pollock. Classroom Instruction that Works, Research-based Strategies for Increasing Student Achievement. Alexandria, VA: ASCD, 2001.

Marzano, J. D. What Works in Schools: Translating Research into Action. Alexandria, VA: ASCD.

Lezotte, L. W., and K. M. Snyder. What Effective Schools Do, Re-envisioning the Correlates. Solution Tree, 2012.

Reeves, Doug. High Performance in High Poverty Schools: 90/90/90 and Beyond. Center for Performance Assessment, 2003.

Activity - Implement individual and small-group instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Continue to implement individual and small-group instruction for those students who have not mastered the concepts to ensure that all students learn the necessary curriculum. Schools: All Schools	Academic Support Program	09/02/2013	06/30/2014	\$0	No Funding Required	Principal, teachers
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Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Rachel's Challenge	We will implement Rachel's Challenge. This program focuses on eliminating bullying types of behaviors and encouraging positive talk and positive relationships.	Behavioral Support Program	09/02/2013	06/30/2014	\$5000	Administration, teachers, social worker
Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and/or subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$3000	Superintendent, principal, consultant
Good Behavior Game	Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to.	Behavioral Support Program	09/02/2013	06/30/2014	\$500	Principal, teachers, home-school liaison, licensed professional counselor
Update our parents and community regularly	We will provide updates for our parents and community about school events, policies, and general information. This information will be placed on our web page regularly, provided to area newspapers, transmitted via "All Call," and sent home to family and/or district residents using letters and newsletters.	Community Engagement	07/01/2013	06/30/2014	\$2500	Teachers, administration, Parent Engagement Coordinator, Web-site Administrator/Communications Coordinator
Rtl activities, interventions, extended-day and/or extended-week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$12500	Principal, teachers, certified teacher aides

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Achievement Training Series	We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement.	Professional Learning	09/02/2013	06/30/2014	\$1000	Administration, teachers, consultant
Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$3000	Superintendent, principal, Instructional Coach/School Improvement Consultant
Continue to implement individual and small-group instruction.	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups	Academic Support Program	09/02/2013	06/30/2014	\$34625	Principal, teachers, paraprofessionals
Achievement Training Series	We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement.	Professional Learning	09/02/2013	06/30/2014	\$1000	Administration, teachers, consultant
Continue to implement PDCA and TESA	Utilize an Instructional Coach / School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$12500	Superintendent, principal, consultant
Update our parents and community regularly	We will provide updates for our parents and community about school events, policies, and general information. This information will be placed on our web page regularly, provided to area newspapers, transmitted via "All Call," and sent home to family and/or district residents using letters and newsletters.	Community Engagement	07/01/2013	06/30/2014	\$2500	Teachers, administration, Parent Engagement Coordinator, web-site administrator

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Offer Summer School	We will implement a summer school program to help students maintain and reinforce their skills in ELA and math.	Direct Instruction	06/24/2013	08/30/2013	\$5000	Administration , teachers, certified teacher aides
ELA mastery assessment	Teachers have identified ELA skills per grade level for students to master based on the Common Core State Standards. They will continue to develop and update their assessments of these items and give the assessments to students bi-monthly. The compiled grade-level data stating the percentage of students mastering each skill topic will be reported at the Board meetings.	Evaluation	09/02/2013	06/30/2014	\$900	Teachers, administration , consultant
Implement individual and small-group instruction	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups.	Academic Support Program	09/02/2013	06/30/2014	\$34625	Principal, teachers, paraprofessionals
Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$5000	Administration , teachers, home-school liaison, licensed professional counselor
Continue to implement PDCA and TESA	Utilize an Instructional Coach/School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$12500	Superintendent, principal, consultant
Provide parent activities and trainings	Expand ways that we communicate with parents by having activities such as Invite A Parent to School Day or Using Technology Night or Student Scheduling Options Night by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages.	Parent Involvement	07/01/2013	06/30/2014	\$1500	Teachers, administration

District Improvement Plan

Hale Area Schools

Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$5000	Administration, teachers, home-school liaison, licensed professional counselor
Continue to train teachers on technology	Continue to train teachers on technology programs and tools. These may include Skyward, BrainWare Safari, Study Island and other Edmentum products, Reading Eggs, PLATO, clickers, MobiPads, iPads, NWEA.	Professional Learning	07/01/2013	06/30/2014	\$1000	Administration, teachers, consultant
Host an Open House	Host an Open House before school begins,. This will help engage parents and also provide a means to solicit volunteers for the year and give information about the variety of ways that parents can become engaged.	Parent Involvement	08/19/2013	09/09/2013	\$1000	Instructional staff and directors, principal, secretaries, Parent Engagement Coordinator
Rachel's Challenge	We will implement Rachel's Challenge. This program focuses on eliminating bullying types of behaviors and encouraging positive talk and positive relationships.	Behavioral Support Program	09/02/2013	06/30/2014	\$5000	Administration, teachers, social worker
Continue to train teachers on creating and using multiple types of assessments	We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments.	Professional Learning	07/01/2013	06/30/2014	\$1500	Administration, teachers, consultant
Continue to utilize technology to provide extended opportunities for students	Continue to utilize Study Island and other Edmentum products, Plato, iPads, ExamView, clickers, BrainWare Safari, Accelerated Reader, Reading Eggs, Reading Eggspress, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$3000	Principal, teachers, tech support, consultant
Rtl activities, interventions, extended-day and/or extended week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$12500	Principal, teachers, certified teacher aides
Host an Open House	Host an Open House before school begins. This will help engage parents and also provide a means to solicit volunteers for the year and give information about the variety of ways that parents can become engaged.	Parent Involvement	08/19/2013	09/09/2013	\$1000	Instructional staff and directors, principal, secretaries, Parent Engagement Coordinator

District Improvement Plan

Hale Area Schools

Non-core teacher support	Non-core teachers will identify areas within the Common Core State Standards that they will support in every grade level.	Direct Instruction	09/02/2013	06/30/2014	\$0	Principal, teachers
Math mastery assessment	Teachers have identified math skills per grade level for students to master based on the Common Core State Standards. They will continue to develop and update assessments of these items and give the assessments to students bi-monthly. The compiled grade-level data stating the percentage of students mastering each skills topic will be reported at the Board meetings.	Evaluation	09/02/2013	06/30/2014	\$900	Teachers, administration, consultant
Continue to train teachers to create and use multiple types of assessments	We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments.	Professional Learning	07/01/2013	06/30/2014	\$1500	Administration, teachers, consultant
Continue to train teachers on technology	Continue to train teachers on technology programs and tools. These may include Skyward, BrainWare Safari, Study Island and other Edmentum products, PLATO, clickers, MobiPads, iPads, NWEA.	Professional Learning	07/01/2013	06/30/2014	\$1000	Administration, teachers, consultant
Good Behavior Game	Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to.	Behavioral Support Program	09/02/2013	06/30/2014	\$500	Principal, teachers, home-school liaison, licensed professional counselor
Continue to utilize technology to provide extended opportunities for students	Continue to utilize Study Island, Plato, and other Edmentum products, YourTeacher, iPads, ExamView, clickers, BrainWare Safari, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$3000	Principal, teachers, tech support, consultant
Implement grade-level, building-level, and subject-area meetings	Continue to implement a regularly-scheduled time to discuss grade-level, building-level, and/or subject-area issues and improve collaboration among all teachers (Teacher Meetings PD). These discussions and/or training could include such things as the Good Behavior Game, DIBELS, Star Reading and Math, Accelerated Reader, Readers and Writers Workshop, math program, Special Education requirements, grade-level folders, and emergency and child safety procedures. The time may also be used to complete state-required building-level reports.	Professional Learning	07/01/2013	06/30/2014	\$2000	Superintendent, principal, consultant, teachers
Non-core teacher support	Non-core teachers will identify areas within the Common Core State Standards that they will support in every grade level.	Direct Instruction	09/02/2013	06/30/2014	\$0	Principal, teachers

District Improvement Plan

Hale Area Schools

Provide parent activities and trainings	Expand ways that we communicate with parents by having activities such as Invite A Parent to School day, Using Technology Night, or Student Scheduling Options night or by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages.	Parent Involvement	07/01/2013	06/30/2014	\$1500	Teachers, administration
Implement grade-level, building-level, and subject-area meetings	Continue to implement a regularly-scheduled time (Teacher Meetings PD) to discuss grade-level, building-level, and/or subject-area issues and improve collaboration among all teachers. These discussions and/or training could include such things as the Good Behavior Game, DIBELS, STAR Reading and Math, Accelerated Reader, Readers and Writers Workshop, math program, Special Education requirements, grade-level folders, and emergency and child safety procedures. The time may also be used to complete state-required building-level reports.	Professional Learning	07/01/2013	06/23/2014	\$2000	Superintendent, principal, consultant, teachers
Offer summer school	We will implement a summer school program to help students maintain and reinforce their skills in ELA and math. Expenses will include staffing, supplies, and transportation.	Direct Instruction	06/16/2014	08/29/2014	\$5000	Administration, teachers, certified teacher aides
Total					\$185050	

Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Continue to implement LSI and OCI	Utilize a consultant to continue implementing the LSI (Life Styles Inventory) and OCI (Organizational Culture Inventory).	Professional Learning	07/01/2013	06/30/2014	\$4000	Superintendent, principal, consultant
Achievement Training Series	We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement.	Professional Learning	09/02/2013	06/30/2014	\$3534	Administration, teachers, consultant
Readers' and Writers' Workshop	All teachers will be trained during a one-week workshop on how to implement Readers' and Writers' Workshop.	Professional Learning	07/08/2013	07/12/2013	\$6642	Administration, Title program directors, consultant

District Improvement Plan

Hale Area Schools

Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$6617	Superintendent, principal, Instructional Coach/School Improvement Consultant
Continue to train teachers on differentiated instruction and appropriate interventions	We will continue to train teachers on how to meet the needs of students with different learning styles and provide them with early and appropriate interventions (differentiated instruction). A consultant will be hired to present this information.	Professional Learning	07/01/2013	06/30/2014	\$657	Principal, teachers, consultant
Continue to implement LSI and OCI	Utilize a consultant to continue implementing the LSI (Life Styles Inventory) and OCI (Organizational Culture Inventory)	Professional Learning	07/01/2013	06/30/2014	\$4000	Superintendent, principal, consultant
Continue to implement PDCA and TESA	Utilize an Instructional Coach/School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$7842	Superintendent, principal, consultant
Math Curriculum Development	We will participate in a series of workshops sponsored by Lewis Cass ISD with a focus on developing curriculum and lessons in Mathematics based on the Common Core State Standards. The sessions will include information on brain-based math, implementing the 8 Standards of Mathematical Practices, and teaching for math excellence. Teachers will learn how to implement the MAISA Units with fidelity. Leading math practitioners will facilitate these workshops.	Professional Learning	09/02/2013	06/30/2014	\$6764	Administration, teachers, consultant

District Improvement Plan

Hale Area Schools

Continue to implement PDCA and TESA	Utilize an Instructional Coach / School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$7842	Superintendent, principal, consultant
Continue to train teachers to create and use multiple types of assessments	We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments.	Professional Learning	07/01/2013	06/30/2014	\$2000	Administration, teachers, consultant
Achievement Training Series	We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement.	Professional Learning	09/02/2013	06/30/2014	\$3534	Administration, teachers, consultant
Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and/or subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$6617	Superintendent, principal, consultant
Continue to train teachers on differentiated instruction and appropriate interventions	We will continue to train teachers on how to meet the needs of students with different learning styles and provide them with early and appropriate interventions (differentiated instruction). A consultant will be hired to present this information.	Professional Learning	07/01/2013	06/30/2014	\$657	Principal, teachers, consultant

District Improvement Plan

Hale Area Schools

Continue to implement PDCA and TESA	Utilize an Instructional Coach/School Improvement Consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA include creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$3921	Administration , Instructional coach/School Improvement consultant
Continue to train teachers on creating and using multiple types of assessments	We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments.	Professional Learning	07/01/2013	06/30/2014	\$2000	Administration , teachers, consultant
Total					\$66627	

Title I Schoolwide

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$4728	Superintendent, principal, Instructional Coach/School Improvement Consultant
Lead recruitment efforts for involving more parents	A Parent Engagement Coordinator will lead recruitment efforts to engage more parents in the school and also help organize parents so that their engagement is more effective.	Parent Involvement	08/05/2013	06/30/2014	\$2400	Principal, teachers, Parent Engagement Coordinator

District Improvement Plan

Hale Area Schools

Provide parent activities and trainings	Expand ways that we communicate with parents by having activities such as Invite A Parent to School Day or Using Technology Night or Student Scheduling Options Night by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages.	Parent Involvement	07/01/2013	06/30/2014	\$500	Teachers, administration
Host Parent Engagement and Family Fun Night Activities	Host Parent Engagement and Family Fun Night activities to be held throughout the year. Our expenses will include presenters, programs, supplies, and snacks.	Parent Involvement	08/01/2013	06/30/2014	\$1500	Principal, teachers, parent volunteers, School Board members, instructional aides and paraprofessionals, Parent Engagement Coordinator
Continue to utilize technology to provide extended opportunities for students	Continue to utilize Study Island, Plato, and other Edmentum products, YourTeacher, iPads, ExamView, clickers, BrainWare Safari, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$8975	Principal, teachers, tech support, consultant
Continue to implement individual and small-group instruction.	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups	Academic Support Program	09/02/2013	06/30/2014	\$26511	Principal, teachers, paraprofessionals
Host Parent Engagement and Family Fun Night Activities	Host Parent Engagement and Family Fun Night activities to be held throughout the year. Our expenses will include presenters, programs, supplies, and snacks.	Parent Involvement	08/01/2013	06/30/2014	\$1500	Principal, teachers, parent volunteers, School Board members, instructional aides and paraprofessionals, Parent Engagement Coordinator
Run an extended-day kindergarten program	Run an extended-day kindergarten program to ensure that students learn foundational skills needed for success in later grades.	Direct Instruction	09/02/2013	06/30/2014	\$18265	Administration, teachers

District Improvement Plan

Hale Area Schools

Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$32000	Administration, teachers, home-school liaison, licensed professional counselor
Offer summer school	We will implement a summer school program to help students maintain and reinforce their skills in ELA and math. Expenses will include staffing, supplies, and transportation.	Direct Instruction	06/16/2014	08/29/2014	\$31800	Administration, teachers, certified teacher aides
Readers' and Writers' Workshop	All teachers will be trained during a one-week workshop on how to implement Readers' and Writers' Workshop.	Professional Learning	07/08/2013	07/12/2013	\$8100	Administration, Title program directors, consultant
Provide parent activities and trainings	Expand ways that we communicate with parents by having activities such as Invite A Parent to School day, Using Technology Night, or Student Scheduling Options night or by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages.	Parent Involvement	07/01/2013	06/30/2014	\$500	Teachers, administration
Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and/or subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$4728	Superintendent, principal, consultant
Utilize supplemental literacy materials	We will utilize supplemental literacy materials so that students have a wide variety of materials at their specific reading level available.	Academic Support Program	09/02/2013	06/30/2014	\$20000	Administration, teachers
Lead recruitment efforts for involving more parents	A Parent Engagement Coordinator will lead recruitment efforts to engage more parents in the school and also help organize parents so that their engagement is more effective.	Parent Involvement	08/05/2013	06/30/2014	\$2400	Principal, teachers, Parent Engagement Coordinator
Rtl activities, interventions, extended-day and/or extended week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$34995	Principal, teachers, certified teacher aides

District Improvement Plan

Hale Area Schools

Title Program Consultant	We will utilize a consultant to assist with proper implementation of the Title programs.	Implementation	07/01/2013	06/30/2014	\$8250	Administration, Title program directors
Rtl activities, interventions, extended-day and/or extended-week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$34995	Principal, teachers, certified teacher aides
Run an extended-day kindergarten program	Run an extended-day kindergarten program to ensure that students learn foundational skills needed for success in later grades.	Direct Instruction	09/02/2013	06/30/2014	\$18265	Administration, teachers
Offer Summer School	We will implement a summer school program to help students maintain and reinforce their skills in ELA and math.	Direct Instruction	06/24/2013	08/30/2013	\$31800	Administration, teachers, certified teacher aides
Implement individual and small-group instruction	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups.	Academic Support Program	09/02/2013	06/30/2014	\$26511	Principal, teachers, paraprofessionals
Continue to utilize technology to provide extended opportunities for students	Continue to utilize Study Island and other Edmentum products, Plato, iPads, ExamView, clickers, BrainWare Safari, Accelerated Reader, Reading Eggs, Reading Eggspress, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$8975	Principal, teachers, tech support, consultant
Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$32000	Administration, teachers, home-school liaison, licensed professional counselor
Total					\$359698	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Provide electronic information to parents	We will provide information to parents in an electronic manner wherever possible and feasible, including such things as attendance, grades, and online IDPs.	Parent Involvement	09/02/2013	06/30/2014	\$0	Teachers, administration
Solicit volunteers	Update our volunteer form to list all available opportunities and solicit volunteers to help throughout the school.	Parent Involvement	08/19/2013	06/30/2014	\$0	Principal, teachers, secretarial staff, Parent Engagement Coordinator

District Improvement Plan

Hale Area Schools

Provide electronic information to parents	We will provide information to parents in an electronic manner wherever possible and feasible, including such things as attendance, grades, and online IDPs.	Parent Involvement	09/02/2013	06/30/2014	\$0	Teachers, administration
Graph student progress	Students will graph their own progress on the math mastery items every time they are assessed.	Direct Instruction	09/02/2013	06/30/2014	\$0	Teachers
Implement individual and small-group instruction	Continue to implement individual and small-group instruction for those students who have not mastered the concepts to ensure that all students learn the necessary curriculum.	Academic Support Program	09/02/2013	06/30/2014	\$0	Principal, teachers
Graph student progress	Students will graph their own progress on the ELA mastery items every time they are assessed.	Direct Instruction	09/02/2013	06/30/2014	\$0	Teachers
Solicit volunteers	Update our volunteer form to list all available opportunities and solicit volunteers to help throughout the school.	Parent Involvement	08/19/2013	06/30/2014	\$0	Principal, teachers, secretarial staff, Parent Engagement Coordinator
Total					\$0	

Section 31a

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Rtl activities, interventions, extended-day and/or extended-week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$19000	Principal, teachers, certified teacher aides
Good Behavior Game	Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to.	Behavioral Support Program	09/02/2013	06/30/2014	\$500	Principal, teachers, home-school liaison, licensed professional counselor
Rtl activities, interventions, extended-day and/or extended week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$19000	Principal, teachers, certified teacher aides
Provide Skills Classes	We will implement Math Skills and Encore classes to help students learn and reinforce math developmental skills.	Academic Support Program	09/02/2013	06/30/2014	\$98500	Administration, teachers, certified teacher aides
Implement individual and small-group instruction	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups.	Academic Support Program	09/02/2013	06/30/2014	\$10300	Principal, teachers, paraprofessionals

District Improvement Plan

Hale Area Schools

Continue to implement individual and small-group instruction.	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups	Academic Support Program	09/02/2013	06/30/2014	\$10300	Principal, teachers, paraprofessionals
Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$10000	Administration, teachers, home-school liaison, licensed professional counselor
Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$10000	Administration, teachers, home-school liaison, licensed professional counselor
Provide Skills Classes	We will implement ELA Skills and Encore classes to help students learn and reinforce their English Language Arts developmental skills	Academic Support Program	09/02/2013	06/30/2014	\$98500	Administration, teachers, certified teacher aides
Good Behavior Game	Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to.	Behavioral Support Program	09/02/2013	06/30/2014	\$500	Principal, teachers, home-school liaison, licensed professional counselor
					Total	\$276600

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Readers' and Writers' Workshop	All teachers will be trained during a one-week workshop on how to implement Readers' and Writers' Workshop.	Professional Learning	07/08/2013	07/12/2013	\$14742	Administration, Title program directors, consultant
Continue to implement LSI and OCI	Utilize a consultant to continue implementing the LSI (Life Styles Inventory) and OCI (Organizational Culture Inventory).	Professional Learning	07/01/2013	06/30/2014	\$4000	Superintendent, principal, consultant
Non-core teacher support	Non-core teachers will identify areas within the Common Core State Standards that they will support in every grade level.	Direct Instruction	09/02/2013	06/30/2014	\$0	Principal, teachers
Rtl activities, interventions, extended-day and/or extended week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$66495	Principal, teachers, certified teacher aides
Provide electronic information to parents	We will provide information to parents in an electronic manner wherever possible and feasible, including such things as attendance, grades, and online IDPs.	Parent Involvement	09/02/2013	06/30/2014	\$0	Teachers, administration
Continue to implement PDCA and TESA	Utilize an Instructional Coach / School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$20342	Superintendent, principal, consultant
Solicit volunteers	Update our volunteer form to list all available opportunities and solicit volunteers to help throughout the school.	Parent Involvement	08/19/2013	06/30/2014	\$0	Principal, teachers, secretarial staff, Parent Engagement Coordinator

District Improvement Plan

Hale Area Schools

Rachel's Challenge	We will implement Rachel's Challenge. This program focuses on eliminating bullying types of behaviors and encouraging positive talk and positive relationships.	Behavioral Support Program	09/02/2013	06/30/2014	\$5000	Administration, teachers, social worker
Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and/or subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$14345	Superintendent, principal, consultant
Implement grade-level, building-level, and subject-area meetings	Continue to implement a regularly-scheduled time to discuss grade-level, building-level, and/or subject-area issues and improve collaboration among all teachers (Teacher Meetings PD). These discussions and/or training could include such things as the Good Behavior Game, DIBELS, Star Reading and Math, Accelerated Reader, Readers and Writers Workshop, math program, Special Education requirements, grade-level folders, and emergency and child safety procedures. The time may also be used to complete state-required building-level reports.	Professional Learning	07/01/2013	06/30/2014	\$2000	Superintendent, principal, consultant, teachers
Continue to utilize technology to provide extended opportunities for students	Continue to utilize Study Island and other Edmentum products, Plato, iPads, ExamView, clickers, BrainWare Safari, Accelerated Reader, Reading Eggs, Reading Eggspress, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$11975	Principal, teachers, tech support, consultant
Update our parents and community regularly	We will provide updates for our parents and community about school events, policies, and general information. This information will be placed on our web page regularly, provided to area newspapers, transmitted via "All Call," and sent home to family and/or district residents using letters and newsletters.	Community Engagement	07/01/2013	06/30/2014	\$2500	Teachers, administration, Parent Engagement Coordinator, Web-site Administrator/Communications Coordinator
Host an Open House	Host an Open House before school begins,. This will help engage parents and also provide a means to solicit volunteers for the year and give information about the variety of ways that parents can become engaged.	Parent Involvement	08/19/2013	09/09/2013	\$1000	Instructional staff and directors, principal, secretaries, Parent Engagement Coordinator

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Hale Area Schools

Good Behavior Game	Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to.	Behavioral Support Program	09/02/2013	06/30/2014	\$1000	Principal, teachers, home-school liaison, licensed professional counselor
Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$47000	Administration, teachers, home-school liaison, licensed professional counselor
Provide Skills Classes	We will implement ELA Skills and Encore classes to help students learn and reinforce their English Language Arts developmental skills	Academic Support Program	09/02/2013	06/30/2014	\$98500	Administration, teachers, certified teacher aides
Continue to train teachers on differentiated instruction and appropriate interventions	We will continue to train teachers on how to meet the needs of students with different learning styles and provide them with early and appropriate interventions (differentiated instruction). A consultant will be hired to present this information.	Professional Learning	07/01/2013	06/30/2014	\$657	Principal, teachers, consultant
Continue to train teachers on technology	Continue to train teachers on technology programs and tools. These may include Skyward, BrainWare Safari, Study Island and other Edmentum products, Reading Eggs, PLATO, clickers, MobiPads, iPads, NWEA.	Professional Learning	07/01/2013	06/30/2014	\$1000	Administration, teachers, consultant
Graph student progress	Students will graph their own progress on the ELA mastery items every time they are assessed.	Direct Instruction	09/02/2013	06/30/2014	\$0	Teachers
ELA mastery assessment	Teachers have identified ELA skills per grade level for students to master based on the Common Core State Standards. They will continue to develop and update their assessments of these items and give the assessments to students bi-monthly. The compiled grade-level data stating the percentage of students mastering each skill topic will be reported at the Board meetings.	Evaluation	09/02/2013	06/30/2014	\$900	Teachers, administration, consultant
Implement individual and small-group instruction	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups.	Academic Support Program	09/02/2013	06/30/2014	\$71436	Principal, teachers, paraprofessionals
Offer Summer School	We will implement a summer school program to help students maintain and reinforce their skills in ELA and math.	Direct Instruction	06/24/2013	08/30/2013	\$36800	Administration, teachers, certified teacher aides

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Hale Area Schools

Provide parent activities and trainings	Expand ways that we communicate with parents by having activities such as Invite A Parent to School Day or Using Technology Night or Student Scheduling Options Night by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages.	Parent Involvement	07/01/2013	06/30/2014	\$2000	Teachers, administration
Continue to train teachers to create and use multiple types of assessments	We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments.	Professional Learning	07/01/2013	06/30/2014	\$3500	Administration, teachers, consultant
Achievement Training Series	We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement.	Professional Learning	09/02/2013	06/30/2014	\$4534	Administration, teachers, consultant
Host an Open House	Host an Open House before school begins. This will help engage parents and also provide a means to solicit volunteers for the year and give information about the variety of ways that parents can become engaged.	Parent Involvement	08/19/2013	09/09/2013	\$1000	Instructional staff and directors, principal, secretaries, Parent Engagement Coordinator
Continue to implement LSI and OCI	Utilize a consultant to continue implementing the LSI (Life Styles Inventory) and OCI (Organizational Culture Inventory)	Professional Learning	07/01/2013	06/30/2014	\$4000	Superintendent, principal, consultant
Non-core teacher support	Non-core teachers will identify areas within the Common Core State Standards that they will support in every grade level.	Direct Instruction	09/02/2013	06/30/2014	\$0	Principal, teachers
Continue to utilize technology to provide extended opportunities for students	Continue to utilize Study Island, Plato, and other Edmentum products, YourTeacher, iPads, ExamView, clickers, BrainWare Safari, and MobiPads to provide extended opportunities for students. Expenses will include purchase and/or annual site licenses for these programs.	Technology	07/01/2013	06/30/2014	\$11975	Principal, teachers, tech support, consultant
Rtl activities, interventions, extended-day and/or extended-week	Utilize certified teacher aides for a variety of Rtl activities and interventions, including extended-day activities and/or extended-week activities. This would include tutoring either before or after school or on weekends.	Academic Support Program	09/02/2013	06/30/2014	\$66495	Principal, teachers, certified teacher aides

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Graph student progress	Students will graph their own progress on the math mastery items every time they are assessed.	Direct Instruction	09/02/2013	06/30/2014	\$0	Teachers
Implement grade-level, building-level, and subject-area meetings	Continue to implement a regularly-scheduled time (Teacher Meetings PD) to discuss grade-level, building-level, and/or subject-area issues and improve collaboration among all teachers. These discussions and/or training could include such things as the Good Behavior Game, DIBELS, STAR Reading and Math, Accelerated Reader, Readers and Writers Workshop, math program, Special Education requirements, grade-level folders, and emergency and child safety procedures. The time may also be used to complete state-required building-level reports.	Professional Learning	07/01/2013	06/23/2014	\$2000	Superintendent, principal, consultant, teachers
Good Behavior Game	Utilize the Good Behavior Game to improve students' self-discipline and help them take responsibility and be accountable for their actions that would inhibit them from making the academic progress they would otherwise be able to.	Behavioral Support Program	09/02/2013	06/30/2014	\$1000	Principal, teachers, home-school liaison, licensed professional counselor
Continue to train teachers on creating and using multiple types of assessments	We will continue to train teachers on how to create both formative and summative assessments as well as how to use these to inform instruction. Teachers will be trained in the Understanding by Design model using Backward by Design. Teachers will also be trained to develop assessments similar to what the Smarter Balanced assessment consists of, including both project-based and performance-task assessments.	Professional Learning	07/01/2013	06/30/2014	\$3500	Administration, teachers, consultant
Math Curriculum Development	We will participate in a series of workshops sponsored by Lewis Cass ISD with a focus on developing curriculum and lessons in Mathematics based on the Common Core State Standards. The sessions will include information on brain-based math, implementing the 8 Standards of Mathematical Practices, and teaching for math excellence. Teachers will learn how to implement the MAISA Units with fidelity. Leading math practitioners will facilitate these workshops.	Professional Learning	09/02/2013	06/30/2014	\$6764	Administration, teachers, consultant
Provide Skills Classes	We will implement Math Skills and Encore classes to help students learn and reinforce math developmental skills.	Academic Support Program	09/02/2013	06/30/2014	\$98500	Administration, teachers, certified teacher aides
Continue to employ a home-school liaison and licensed professional counselor	Continue to employ a home-school liaison and licensed professional counselor to work with students and coordinate with staff.	Academic Support Program	07/01/2013	06/30/2014	\$47000	Administration, teachers, home-school liaison, licensed professional counselor
Continue to train teachers on technology	Continue to train teachers on technology programs and tools. These may include Skyward, BrainWare Safari, Study Island and other Edmentum products, PLATO, clickers, MobiPads, iPads, NWEA.	Professional Learning	07/01/2013	06/30/2014	\$1000	Administration, teachers, consultant

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Hale Area Schools

Offer summer school	We will implement a summer school program to help students maintain and reinforce their skills in ELA and math. Expenses will include staffing, supplies, and transportation.	Direct Instruction	06/16/2014	08/29/2014	\$36800	Administration , teachers, certified teacher aides
Provide parent activities and trainings	Expand ways that we communicate with parents by having activities such as Invite A Parent to School day, Using Technology Night, or Student Scheduling Options night or by hosting training or providing information on such things as study skills, Good Behavior Game, Electronic Gradebook, BrainWare Safari, Reading Eggs, Study Island, online textbooks and classes, ACT Prep Awareness, Scholarship Opportunities, or by updating parents on children's weekly progress with weekly folders or progress reports, or by sending "All Call" messages.	Parent Involvement	07/01/2013	06/30/2014	\$2000	Teachers, administration
Update our parents and community regularly	We will provide updates for our parents and community about school events, policies, and general information. This information will be placed on our web page regularly, provided to area newspapers, transmitted via "All Call," and sent home to family and/or district residents using letters and newsletters.	Community Engagement	07/01/2013	06/30/2014	\$2500	Teachers, administration , Parent Engagement Coordinator, web-site administrator
Continue to train teachers on differentiated instruction and appropriate interventions	We will continue to train teachers on how to meet the needs of students with different learning styles and provide them with early and appropriate interventions (differentiated instruction). A consultant will be hired to present this information.	Professional Learning	07/01/2013	06/30/2014	\$657	Principal, teachers, consultant
Solicit volunteers	Update our volunteer form to list all available opportunities and solicit volunteers to help throughout the school.	Parent Involvement	08/19/2013	06/30/2014	\$0	Principal, teachers, secretarial staff, Parent Engagement Coordinator
Rachel's Challenge	We will implement Rachel's Challenge. This program focuses on eliminating bullying types of behaviors and encouraging positive talk and positive relationships.	Behavioral Support Program	09/02/2013	06/30/2014	\$5000	Administration , teachers, social worker
Continue to implement individual and small-group instruction.	Continue to implement individual and small-group instruction with paraprofessionals working with students individually or in small groups	Academic Support Program	09/02/2013	06/30/2014	\$71436	Principal, teachers, paraprofessionals
Math mastery assessment	Teachers have identified math skills per grade level for students to master based on the Common Core State Standards. They will continue to develop and update assessments of these items and give the assessments to students bi-monthly. The compiled grade-level data stating the percentage of students mastering each skills topic will be reported at the Board meetings.	Evaluation	09/02/2013	06/30/2014	\$900	Teachers, administration , consultant

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Hale Area Schools

Continue to provide professional development	We will continue to schedule professional development days so that we can spiral training for teachers in PDCA, TESA, LSI/OCI, differentiated instruction, effective classroom strategies, assessments, writing, and implementing new technology, in addition to new training on utilizing Understanding by Design principles. Professional development will also be used for grade-level, building-level, and subject-area discussions and collaborative work, including completion of the state-required building-level reports. Teachers will receive a stipend for professional development days above the five required by the state.	Professional Learning	07/01/2013	06/30/2014	\$14345	Superintendent, principal, Instructional Coach/School Improvement Consultant
Continue to implement PDCA and TESA	Utilize an Instructional Coach/School Improvement consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA includes creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$20342	Superintendent, principal, consultant
Achievement Training Series	We will participate in the Achievement Training Series sponsored by Lewis Cass ISD. This training continues to update our teachers on the PDCA Process as it is being implemented in several other districts. Teachers have an opportunity to learn from other districts what is working for them so that we can continue to improve our students' achievement.	Professional Learning	09/02/2013	06/30/2014	\$4534	Administration, teachers, consultant
Provide electronic information to parents	We will provide information to parents in an electronic manner wherever possible and feasible, including such things as attendance, grades, and online IDPs.	Parent Involvement	09/02/2013	06/30/2014	\$0	Teachers, administration
Continue to implement PDCA and TESA	Utilize an Instructional Coach/School Improvement Consultant to coach teachers while implementing PDCA (Plan/Do/Check/Act) continuous improvement process and TESA (Teacher Expectations/Student Achievement). PDCA include creating curriculum calendars for every course at every level, setting an instructional focus, analyzing data, planning for tutorials and enrichments, developing appropriate formative and summative assessments, monitoring the implementation of the process, and maintaining learning/spiraling throughout. TESA includes response opportunities, feedback, and personal regard.	Professional Learning	07/01/2013	06/30/2014	\$3921	Administration, Instructional coach/School Improvement consultant
Implement individual and small-group instruction	Continue to implement individual and small-group instruction for those students who have not mastered the concepts to ensure that all students learn the necessary curriculum.	Academic Support Program	09/02/2013	06/30/2014	\$0	Principal, teachers
Total					\$815395	

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Hale Elementary/Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Title Program Consultant	We will utilize a consultant to assist with proper implementation of the Title programs.	Implementation	07/01/2013	06/30/2014	\$8250	Administration, Title program directors
Utilize supplemental literacy materials	We will utilize supplemental literacy materials so that students have a wide variety of materials at their specific reading level available.	Academic Support Program	09/02/2013	06/30/2014	\$20000	Administration, teachers
Host Parent Engagement and Family Fun Night Activities	Host Parent Engagement and Family Fun Night activities to be held throughout the year. Our expenses will include presenters, programs, supplies, and snacks.	Parent Involvement	08/01/2013	06/30/2014	\$1500	Principal, teachers, parent volunteers, School Board members, instructional aides and paraprofessionals, Parent Engagement Coordinator
Lead recruitment efforts for involving more parents	A Parent Engagement Coordinator will lead recruitment efforts to engage more parents in the school and also help organize parents so that their engagement is more effective.	Parent Involvement	08/05/2013	06/30/2014	\$2400	Principal, teachers, Parent Engagement Coordinator
Run an extended-day kindergarten program	Run an extended-day kindergarten program to ensure that students learn foundational skills needed for success in later grades.	Direct Instruction	09/02/2013	06/30/2014	\$18265	Administration, teachers
Run an extended-day kindergarten program	Run an extended-day kindergarten program to ensure that students learn foundational skills needed for success in later grades.	Direct Instruction	09/02/2013	06/30/2014	\$18265	Administration, teachers
Lead recruitment efforts for involving more parents	A Parent Engagement Coordinator will lead recruitment efforts to engage more parents in the school and also help organize parents so that their engagement is more effective.	Parent Involvement	08/05/2013	06/30/2014	\$2400	Principal, teachers, Parent Engagement Coordinator

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Host Parent Engagement and Family Fun Night Activities	Host Parent Engagement and Family Fun Night activities to be held throughout the year. Our expenses will include presenters, programs, supplies, and snacks.	Parent Involvement	08/01/2013	06/30/2014	\$1500	Principal, teachers, parent volunteers, School Board members, instructional aides and paraprofessionals, Parent Engagement Coordinator
					Total	\$72580