

# MICIP Portfolio Report

## Detroit Community Schools

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### Goals Included

#### Active

- Improve ELA state assessment
  - Improve Math NWEA
  - Improve daily attendance/Decrease chronic absentee...
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### Buildings Included

#### Open-Active

- Detroit Community School Elementary/Middle School
  - Detroit Community Schools High School
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### Plan Components Included

Goal Summary

Data

Data Story

Strategy

Summary

Implementation Plan

Buildings

Activities

Activity Text

Activity Buildings

# MICIP Portfolio Report

## Detroit Community Schools

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### Improve ELA state assessment

*Status:* ACTIVE

*Statement:* Detroit Community Schools will increase Reading proficiency by 3% as measured by the M-STEP/PSAT/SAT.

*Created Date:* 02/13/2023

*Target Completion Date:* 06/25/2025

*Data Story Name:* ELA MSTEP, PSAT, SAT Data

*Initial Data Analysis:* Proficiency scores, as well as student growth, continue to decrease. ELA and Math scores have decreased on M STEP, PSAT and SAT. Math proficiency rates are lower on MSTEP, PSAT, SAT.

*Initial Initiative Inventory and Analysis:* MTSS - MTSS is the multi-tiered system of support to identify student needs and implement interventions.

HMH - Houghton Mifflin Harcourt is a curriculum that has been adopted by the grades Kindergarten through 8th grades to provide research-based instruction and learning through a standardized approach K-8th.

Curriculum maps - 9th-12th is using curriculum maps as a planning tool but are in preparations to do a curriculum re-alignment.

Instructional Coaching - Midwest Management also provides instructional coaching by placing 2 instructional coaches onsite to provide leadership and instructional coaching 2-3 days per week per coach.

Instructional Observation Process - A new instructional observation cycle/process has been put into place that began in October 2022 to conduct frequent classroom walk-throughs, formal observations, mid/end of year evaluations using the Charlotte Danielson framework.

Data cycles - K-6 participates in quarterly data cycles with the Principal to discuss local assessment data and classroom data towards goals.

Curriculum Family Nights - K-6 has implemented curriculum nights to bridge the partnership between home-school and provide families strategies for supporting their children.

BBC - The district began the implementation of the Blackboard Configuration to provide standardized instructional practices and test testing strategies to all students. 7th-12th should be using BBC and K-6th should be using a modified version of the BBC.

*Gap Analysis:* Less than 3% (2.8%) of students are on track to be proficient in English language arts/reading. Desired state would be 6% proficient, short-term target would be 4.5% as measured by M-STEP, PSAT, SAT.

*District Data Story Summary:* Strengths Opportunity for growth partnerships and exposure opportunity for students improvement of new systems being put into place that have not

existed in previous years

District programs data cycles with teachers instructional observation plan implementation of MTSS

Major challenges 9-12 curriculum lack of intervention programs, additional supports lack of highly qualified teachers lack of parental involvement attendance

Technology has “disappeared” and did not return after remote learning Prevention programs/intervention programs emergent in K-8, do not exist in 9-12 Historical financial difficulties are affecting current resources and supports being offered - exploration of allocation and reallocation of fiscal resources

**Strategies:**

(1/5): MTSS Framework (General)

Owner: Ken Hall

Start Date: 05/01/2023

Due Date: 06/25/2025

**Summary:** "A Multi-Tiered System of Supports (MTSS) is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels. MTSS intentionally interconnects the education, health, and human service systems in support of learners, schools, centers, and community outcomes. The five essential components of MTSS are inter-related and complementary. Implementation of the essential components as intended provides educational settings with a framework to organize the strategies and processes needed to support successful learner outcomes. The five essential components include the following: Team-Based Leadership; Tiered Delivery System; Selection and Implementation of Instruction, Interventions and Supports; Comprehensive Screening & Assessment System; Continuous Data-Based Decision Making."

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Academic interventionists will work with Tier 3 students identified in the MTSS process by general education teachers and the MTSS team. Academic interventionists (3) will provide targeted interventions in literacy for students in grade level clusters: K-3, 4-8, and 9-12.	Ken Hall	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
IXL will be implemented district-wide as an intervention support. Students will receive personalized learning based on their individual data on state and local assessments.	Katie Grim	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
After-School Tutoring will	Ken Hall	05/01/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>be provided for students district-wide for literacy to improve fluency and comprehension. After-school tutoring sessions will take place beginning in October on Mondays, Tuesdays, Wednesdays, and Thursdays. Individualized student plans will be developed for identified students in Tiers 2 and 3.</p>				
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Tiered instruction will be implemented in all classrooms to provide differentiated learning for all students in Tiers 1, 2 and 3, as well as SPED students. Teachers will plan and implement instruction and activities based on data in their classroom to meet the needs of all students.</p>	Ken Hall	05/01/2023	06/25/2025	ONTARGET
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				

**(2/5): Guaranteed and Viable Curriculum**

**Owner:** Ronnelle Payne

**Start Date:** 05/01/2023

**Due Date:** 06/25/2025

**Summary:** A “guaranteed” curriculum is often defined as a mechanism through which all students have an equal opportunity (time and access) to learn rigorous content. This requires a school-wide (or district-wide) agreement and common understanding of the essential content that all students need to know, understand, and be able to do. The word “all” needs emphasis; a guaranteed curriculum promotes equity, giving all children equal opportunity to learn essential content, and to provide this opportunity, curricular materials and instructional approaches must be grounded in research, implemented with fidelity, and must include vertical as well as horizontal alignment. For a curriculum to be “viable,” there must be adequate time for teachers to teach the content and for students to learn the content. A viable curriculum eliminates the supplementary or “nice to know” content. Teachers must have the flexibility to meet student needs through different methods of content delivery, helping students dive deeper into their passions. At its essence, a GVC represents the core non-negotiables of student learning. It’s what schools and teachers commit to providing for all students.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Houghton-Mifflin Reading (Literacy) curriculum in grades Kindergarten-8th with be enhanced and implemented with further fidelity. Curriculum implementation will be monitored by Principal and Instructional Coaches through classroom walk-throughs, observations, and coaching.	David White	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> <ul style="list-style-type: none"> <li>Detroit Community School Elementary/Middle School</li> </ul>				
Houghton-Mifflin Reading (Literacy) curriculum will be implemented in high school, grades 9th-12th, in all ELA classrooms. Teachers will participate in professional learning to effectively implement the new	Ronnelle Payne	05/01/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>curriculum. Students will engage in engaging lessons and instruction standardized to improve literacy proficiency.</p>				
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
<p>Curriculum mapping training and implementation will take place for teachers in grades 9th-12th to effectively plan and standardize curriculum throughout the high school. Teachers will work with instructional coaches and Principals to complete curriculum planning in ELA/ Literacy using the ATLAS curriculum mapping tool.</p>	<p>Ronnelle Payne</p>	<p>05/01/2023</p>	<p>06/25/2025</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
<p>Daily oral language foundational skill building will be incorporated district-wide. Classroom teachers and interventionists will focus on foundational skills such as grammar and writing to enhance literacy. Teachers will use daily oral language strategies, activities, and resources to bridge gaps with foundational skills in ELA.</p>	<p>David White</p>	<p>05/01/2023</p>	<p>06/25/2025</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				

**(3/5): SAT Test Preparation and Coaching Programs**

**Owner:** Ronnelle Payne

**Start Date:** 05/01/2023

**Due Date:** 06/25/2025

**Summary:** ACT/SAT Test Preparation and Coaching programs have been implemented with the goal of increasing students’ success on standardized tests. They generally (a) familiarize students with the format of the test; (b) introduce general test-taking strategies; (c) introduce specific test taking strategies; and (d) specific drills. The programs can be delivered in person or online, and in whole class settings, in small groups, and individually.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
SAT/PSAT Workshops will be implemented throughout the high school to promote exposure and preparation for students in literacy. Students will participate in workshops as well as use College Board’s Official SAT Study Guide to practice and improve their skills.	Ken Hall	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> <ul style="list-style-type: none"> <li>Detroit Community Schools High School</li> </ul>				
Student goal setting will take place in all classrooms for teachers to meet with each student to discuss their progress and set goals. Each student in the district will have a goal planning worksheet to monitor their progress and plan for improvement.	Ken Hall	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Assessment Lead Teacher Coordinators (2) will be identified and trained to support buildings with test strategies, assessment planning, and leading assessments throughout	Martinique Lewis	05/01/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>the school year. K-8 assessment lead teacher will support the elementary/ middle school with study skills, testing preparations, and assessment for NWEA/ MAP, M-STEP, and PSAT. HS assessment lead teacher will support the high school team with study skills, testing preparations and workshops and assessment for NWEA/MAP, MSTEP, PSAT, and SAT.</p>				
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Study Skills/Test Prep sessions will take place in grades Kindergarten-12th grades. Sessions will be developed by teachers, assessment lead teacher coordinators, instructional coaches, and principals to provide skill building for students. Workshop/ sessions will take place in classrooms as well as after-school and in seminar classes.</p>	<p>Ronnelle Payne</p>	<p>05/01/2023</p>	<p>06/25/2025</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				

**(4/5): Talent Management**

**Owner:** Carletta Counts

**Start Date:** 05/01/2023

**Due Date:** 06/25/2025

**Summary:** Finding, identifying, developing, and keeping the talent required to impact student, teacher, and leader performance in districts to ensure success for all students.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Instructional coaches (2) will support principals and teachers with best practices. Coaches will also provide professional development, training, data analysis, and individual teacher sessions to promote highly effective literacy instruction in classrooms.	Michelle Kyles	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Ongoing professional learning will take place district-wide during professional development days, PLCs and staff development meetings. Topics will be: tiered instruction, differentiated learning, test strategies, data analysis and integration, classroom management, literacy and phonics.	Michelle Kyles	05/01/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Staff recruitment/retention will be a focus providing more classroom support, merit pay, teacher incentives, and team building for teachers. Research shows that the	Carletta Counts	05/01/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
more teachers feel supported, the greater impact on recruitment and retention.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(5/5): 23g Career Pathways**

**Owner:** Ronnelle Payne

**Start Date:** 10/23/2023

**Due Date:** 06/25/2025

**Summary:** Career pathways to enable students to further their education, secure a job, and advance in employment. Career pathways blur the lines between high school, college, and career. Research shows that career related curricula or pathways demonstrated positive effects on preventing students from dropping out. Efforts might include career academies, dual enrollment, work-based learning, and career advising and navigation.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Xello (Career Cruising) is engaging college and career readiness program that unlocks every student's potential by opening their eyes to future possibilities and equipping them with information about careers and post-secondary options. Students will complete self assessments, interest inventories, and educational development plans.	Ronnelle Payne	10/23/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Career Opportunities for high school students to experience career shadowing, worksite visits, career-technical support programs, and guest speakers.	Ronnelle Payne	10/23/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>Detroit Community Schools High School</li> </ul>				
College Tours for high school students to visit colleges according to their educational development plans based on safety, fit, and reach placements.	Ronnelle Payne	10/23/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
Michigan DECA chapter at DCS to provide co-curricular programs and activities to help reinforce practical leadership and career development skills.	Larry Griffin	10/23/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
High School Principal will serve as Program Manager for Career Pathways activities, implementation, and monitoring.	Ronnelle Payne	10/23/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				

## Improve Math NWEA

*Status:* ACTIVE

*Statement:* At least 10% more of full academic year Detroit Community Schools students will meet/exceed their growth target as measured on NWEA Math MAP growth.

*Created Date:* 02/13/2023

*Target Completion Date:* 11/29/2025

*Data Story Name:* Math NWEA

*Initial Data Analysis:* Proficiency scores, as well as student growth, continue to decrease. Math scores have decreased on NWEA, M STEP, PSAT and SAT. Math proficiency rates are lower on MSTEP, PSAT, SAT.

*Initial Initiative Inventory and Analysis:* MTSS - MTSS is the multi-tiered system of support to identify student needs and implement interventions.

Houghton-Mifflin Harcourt Curriculum - HMH is a curriculum that has been adopted by the grades Kindergarten through 8th grades to provide research-based instruction and learning through a standardized approach K-8th.

Curriculum Maps - HS is using curriculum maps as a planning tool but are in preparations to do a curriculum re-alignment.

Instructional Coaching - Midwest Management also provides instructional coaching by placing 2 instructional coaches onsite to provide leadership and instructional coaching 2-3 days per week per coach.

Instructional Observation Process - A new instructional observation cycle/process has been put into place that began in October 2022 to conduct frequent classroom walk-throughs, formal observations, mid/end of year evaluations using the Charlotte Danielson framework.

Data cycles - K-6 participates in quarterly data cycles with the Principal to discuss local assessment data and classroom data towards goals.

Curriculum/ Family Nights - K-6 has implemented curriculum nights to bridge the partnership between home-school and provide families strategies for supporting their children.

BBC - The district began the implementation of the Blackboard Configuration to provide standardized instructional practices. 7-12 should be using BBC and K-6 should be using a modified version of the BBC.

*Gap Analysis:* Less than 1% of students are on track to be proficient in mathematics. Desired state would be 4% proficient, short-term target would be 2.5% as measured by M-STEP, PSAT, SAT.

*District Data Story Summary:* Strengths Opportunity for growth partnerships and exposure opportunity for students improvement of new systems being put into place that have not existed in previous years

District programs data cycles with teachers instructional observation plan implementation of MTSS

Major challenges 9-12 curriculum lack of intervention programs, additional supports lack of highly qualified teachers lack of parental involvement attendance

Technology has “disappeared” and did not return after remote learning Prevention programs/intervention programs emergent in K-8, do not exist in 9-12 Historical financial difficulties are affecting current resources and supports being offered - exploration of allocation and reallocation of fiscal resources

**Strategies:**

**(1/6): MTSS Framework (General)**

**Owner:** Ronnelle Payne

**Start Date:** 08/28/2023

**Due Date:** 06/25/2025

**Summary:** "A Multi-Tiered System of Supports (MTSS) is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels. MTSS intentionally interconnects the education, health, and human service systems in support of learners, schools, centers, and community outcomes. The five essential components of MTSS are inter-related and complementary. Implementation of the essential components as intended provides educational settings with a framework to organize the strategies and processes needed to support successful learner outcomes. The five essential components include the following: Team-Based Leadership; Tiered Delivery System; Selection and Implementation of Instruction, Interventions and Supports; Comprehensive Screening & Assessment System; Continuous Data-Based Decision Making."

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
IXL will be implemented district-wide as an intervention support. Students will receive personalized learning based on their individual data on state and local assessments.	Katie Grim	08/29/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Academic interventionists will work with Tier 3 students identified in the MTSS process by general education teachers and the MTSS team. Academic interventionists (3) will provide targeted interventions in math for students in grade level clusters: K-3, 4-8, and 9-12.	Ken Hall	08/29/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
After-School Tutoring will	David White	08/29/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>be provided for students district-wide for literacy to improve fluency and comprehension. Afterschool tutoring sessions will take place beginning in October on Mondays, Tuesdays, Wednesdays, and Thursdays. Individualized student plans will be developed for identified students in Tiers 2 and 3.</p>				
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Tiered instruction will be implemented in all classrooms to provide differentiated learning for all students in Tiers 1, 2 and 3, as well as SPED students. Teachers will plan and implement instruction and activities based on data in their classroom to meet the needs of all students.</p>	Katie Grim	08/29/2023	06/25/2025	ONTARGET
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>XtraMth will be used in classrooms to improve students' math fact fluency with XtraMath's adaptive challenges and comprehensive reports. XtraMath is an online math fact fluency program that helps students develop quick recall and automaticity of basic math facts. Students with a strong foundation have greater confidence and success learning more advanced math like</p>	David White	08/29/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
fractions and algebra.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Math manipulatives and hands on tools will be used in mathematics class to support student learning. manipulatives have the additional advantage of engaging students and increasing both interest in and enjoyment of mathematics. Students who are presented with the opportunity to use manipulatives report that they are more interested in mathematics. Long-term interest in mathematics translates to increased mathematical ability.	David White	08/29/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Learning Coordinator will monitor the implementation, monitoring, and evaluation of the MTSS policy/plan to ensure that all mathematics interventions take place district-wide. Learning Coordinator will also work collaboratively with building and district leaders to provide coaching support with tiered instruction and providing interventions.	Ronnelle Payne	08/28/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(2/6): Houghton Mifflin Mathematics**

**Owner:** Michelle Kyles

**Start Date:** 08/28/2023

**Due Date:** 06/25/2025

**Summary:** Houghton Mifflin Mathematics is a core mathematics curriculum for students at all ability levels in kindergarten through grade 6. At each grade level, the program focuses on basic skills development, problem solving, and vocabulary expansion to help students master key math concepts. Students practice daily math lessons through instructional software, enrichment worksheets, manipulatives, and workbooks, in addition to student textbooks. The program incorporates assessments—including lesson-level interventions to meet the needs of all learners—to monitor students’ progress.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Houghton-Mifflin Mathematics curriculum in grades Kindergarten-8th will be enhanced and implemented with further fidelity. Curriculum implementation will be monitored by Principal and Instructional Coaches through classroom walk-throughs, observations, and coaching.	Michelle Kyles	08/29/2023	06/25/2025	ONTARGET
<p><b>Activity Buildings:</b></p> <ul style="list-style-type: none"> <li>Detroit Community School Elementary/Middle School</li> </ul>				
Houghton-Mifflin Mathematics curriculum will be implemented in high school, grades 9th-12th, in all Math classrooms. Teachers will participate in professional learning to effectively implement the new curriculum. Students will engage in engaging lessons and instruction standardized to improve mathematics proficiency.	Michelle Kyles	08/29/2023	06/25/2025	ONTARGET
<p><b>Activity Buildings:</b></p>				

Activity	Owner	Start Date	Due Date	Status
<ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
<p>All teachers will focus on math foundational skill building with the use of strategies, resources, and tools to reinforce skills. Teachers will use flashcards, games, workbooks during class, transitional times, and home-school connection.</p>	Michelle Kyles	08/28/2023	06/25/2025	ONTARGET
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community School Elementary/Middle School</li> </ul>				
<p>Curriculum mapping training and implementation will take place for teachers in grades 9th-12th to effectively plan and standardize curriculum throughout the high school. Teachers will work with instructional coaches and Principals to complete curriculum planning in Mathematics using the ATLAS curriculum mapping tool.</p>	Michelle Kyles	08/28/2023	06/25/2025	ONTARGET
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				

**(3/6): Guaranteed and Viable Curriculum**

**Owner:** Michelle Kyles

**Start Date:** 08/28/2023

**Due Date:** 06/25/2025

**Summary:** A “guaranteed” curriculum is often defined as a mechanism through which all students have an equal opportunity (time and access) to learn rigorous content. This requires a school-wide (or district-wide) agreement and common understanding of the essential content that all students need to know, understand, and be able to do. The word “all” needs emphasis; a guaranteed curriculum promotes equity, giving all children equal opportunity to learn essential content, and to provide this opportunity, curricular materials and instructional approaches must be grounded in research, implemented with fidelity, and must include vertical as well as horizontal alignment. For a curriculum to be “viable,” there must be adequate time for teachers to teach the content and for students to learn the content. A viable curriculum eliminates the supplementary or “nice to know” content. Teachers must have the flexibility to meet student needs through different methods of content delivery, helping students dive deeper into their passions. At its essence, a GVC represents the core non-negotiables of student learning. It’s what schools and teachers commit to providing for all students.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Houghton-Mifflin Mathematics curriculum in grades Kindergarten-8th will be enhanced and implemented with further fidelity. Curriculum implementation will be monitored by Principal and Instructional Coaches through classroom walk-throughs, observations, and coaching.	David White	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> <ul style="list-style-type: none"> <li>• Detroit Community School Elementary/Middle School</li> </ul>				
Houghton-Mifflin Mathematics curriculum will be implemented in high school, grades 9th-12th, in all Mathematics classrooms. Teachers will participate in professional learning to effectively	Ronnelle Payne	08/28/2023	06/25/2025	COMPLETE

Activity	Owner	Start Date	Due Date	Status
implement the new curriculum. Students will engage in engaging lessons and instruction standardized to improve mathematics proficiency.				
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
Curriculum mapping training and implementation will take place for teachers in grades 9th-12th to effectively plan and standardize curriculum throughout the high school. Teachers will work with instructional coaches and principals to complete curriculum planning in Mathematics using the ATLAS curriculum mapping tool.	Ronnelle Payne	08/28/2023	06/25/2025	ONTARGET
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				
Mathematics foundational skill building will be enhanced in all classrooms. Teachers will use flashcards, games, workbooks, manipulatives, and more during class time, transitional times, and home-school connection to bridge gaps by focusing more on foundational skills.	David White	08/28/2023	06/25/2025	ONTARGET
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community School Elementary/Middle School</li> </ul>				
Career-Technical Education program implementation for business management, cosmetology, and	Larry Griffin	08/28/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>construction trades. CTE programs are proven to increase enrollment, attendance and graduation by providing hands on and skill trade curriculums. CTE is cross curricular and incorporates student skills.</p>				
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				

**(4/6): SAT Test Preparation and Coaching Programs**

**Owner:** Ronnelle Payne

**Start Date:** 05/05/2023

**Due Date:** 11/29/2025

**Summary:** ACT/SAT Test Preparation and Coaching programs have been implemented with the goal of increasing students’ success on standardized tests. They generally (a) familiarize students with the format of the test; (b) introduce general test-taking strategies; (c) introduce specific test taking strategies; and (d) specific drills. The programs can be delivered in person or online, and in whole class settings, in small groups, and individually.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
SAT/PSAT Workshops will be implemented throughout the high school to promote exposure and preparation for students in mathematics. Students will participate in workshops as well as use College Board’s Official SAT Study Guide to practice and improve their skills.	Ken Hall	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b>				
<ul style="list-style-type: none"> <li>Detroit Community Schools High School</li> </ul>				
Student goal setting will take place in all classrooms for teachers to meet with each student to discuss their progress and set goals. Each student in the district will have a goal planning worksheet to monitor their progress and plan for improvement.	Ken Hall	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Assessment Lead Teacher Coordinators (2) will be identified and trained to support buildings with test strategies, assessment planning, and leading	Martinique Lewis	08/28/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>assessments throughout the school year. K-8 assessment lead teacher will support the elementary/ middle school with study skills, testing preparations, and assessment for NWEA/ MAP, M-STEP, and PSAT. HS assessment lead teacher will support the high school team with study skills, testing preparations and workshops and assessment for NWEA/MAP, MSTEP, PSAT, and SAT.</p>				
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Study Skills/Test Prep sessions will take place in grades Kindergarten-12th grades. Sessions will be developed by teachers, assessment lead teacher coordinators, instructional coaches, and principals to provide skill building for students. Workshop/ sessions will take place in classrooms as well as after-school and in seminar classes.</p>	<p>Ronnelle Payne</p>	<p>08/28/2023</p>	<p>06/25/2025</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Khan Academy will be implemented with the goal of creating a set of online tools that help educate students. In includes short lessons in the form of videos as well as inclusion of supplementary practice exercises and materials for educators. It provides a wide spectrum of academic</p>	<p>Ronnelle Payne</p>	<p>08/28/2023</p>	<p>06/25/2025</p>	<p>ONTARGET</p>

Activity	Owner	Start Date	Due Date	Status
subjects, which DCS will use for mathematics and SAT preparation.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(5/6): Talent Management**

**Owner:** Michelle Kyles

**Start Date:** 08/28/2023

**Due Date:** 06/25/2025

**Summary:** Finding, identifying, developing, and keeping the talent required to impact student, teacher, and leader performance in districts to ensure success for all students.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Instructional coaches (2) will support principals and teachers with best practices. Coaches will also provide professional development, training, data analysis, and individual teacher sessions to promote highly effective mathematics instruction in classrooms.	Michelle Kyles	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Ongoing professional learning will take place district-wide during professional development days, PLCs and staff development meetings. Topics will be: tiered instruction, differentiated learning, test strategies, data analysis and integration, classroom management, mathematics and foundational skill building.	Michelle Kyles	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Staff recruitment/retention will be a focus providing more classroom support, merit pay, teacher incentives, and team building for teachers.	Carletta Counts	08/28/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<p>Research shows that the more teachers feel supported, the greater impact on recruitment and retention.</p>				
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				
<p>Teacher Certification Program will be implemented district-wide to support staff with their path to certification. #TEACH will be used as the Grow Your Own Partner for staff to achieve certification. The authorizer, Bay Mills, will also support with teacher training and study booklets.</p>	<p>Carletta Counts</p>	<p>08/28/2023</p>	<p>06/25/2025</p>	<p>ONTARGET</p>
<p><i>Activity Buildings:</i> All Buildings in Implementation Plan</p>				

**(6/6): 23g Expanded Learning Time**

**Owner:** David White

**Start Date:** 10/23/2023

**Due Date:** 11/29/2025

**Summary:** EdTrust defines expanded learning time (ELT) as programs or strategies implemented to increase the amount of instruction and learning students experience. ELT strategies include afterschool, summer, and in-school programs. The evidence suggests that extended learning time programs, including extended school day (ESD), extended school year (ESY), and expanded learning opportunities (ELO) programs that provide academic services during out-of-school time hours, can be effective in improving a range of educational outcomes for students. Findings also suggest that extended learning time programs may be more advantageous for low-income, low-performing, ethnic minority or otherwise disadvantaged students.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Intervention teacher will manage and monitor student individualized plans in IXL for all students in grades Kindergarten through 8th. This will allow students to get a double dose of intervention 2-3 times weekly.	Katie Grim	10/23/2023	11/29/2025	ONTARGET
<p><b>Activity Buildings:</b></p> <ul style="list-style-type: none"> <li>Detroit Community School Elementary/Middle School</li> </ul>				
After-School Tutoring will be provided for students district-wide to improve foundational skills and bridge learning gaps. Individualized student plans will be developed for identified students in Tiers 2 and 3. After-school tutoring sessions will take place beginning in October 2x per week with 3 high school teachers and 5 elementary/middle school teachers.	David White	10/23/2023	11/29/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Student HS Summer Academy to provide additional time for students to bridge gaps and recover credits. This request is for 5 teachers (1-ELA/1-Math/1-SS/1-Sci/1-CR) 4 hrs per day X 4 days per week X 5 weeks	Ronnelle Payne	10/23/2023	11/29/2025	ONTARGET
<i>Activity Buildings:</i> • Detroit Community Schools High School				
Student K-8 Summer Academy to provide additional time for students to bridge gaps and recover credits. This request is for 6 teachers (1-K/1, 1-2/3, 1-4/5, 1-6, 2-MS) 4 hrs per day X 4 days per week X 5 weeks	David White	10/23/2023	11/29/2025	ONTARGET
<i>Activity Buildings:</i> • Detroit Community School Elementary/Middle School				
School Principals (K-8 and HS) will serve as Program Managers for the expanded learning time programs.	Ronnelle Payne	10/23/2023	11/29/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Academic interventionists will work with Tier 3 students identified in the MTSS process by general education teachers and the MTSS team. Academic interventionists (3) will provide targeted interventions in math for students in grade level clusters: K-3, 4-8, and 9-12.	Ken Hall	10/23/2023	11/29/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
IXL will be implemented district-wide as an intervention support. Students will receive personalized learning based on their individual data on state and local assessments.	Katie Grim	10/23/2023	11/29/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

## Improve daily attendance/Decrease chronic absentee...

*Status:* ACTIVE

*Statement:* Detroit Community Schools will increase daily attendance rates to at least 85% and decrease the percentage of chronically absent, as defined by the state, to below 40%.

*Created Date:* 02/13/2023

*Target Completion Date:* 11/29/2025

*Data Story Name:* Attendance

*Initial Data Analysis:* Daily attendance rates are lower than desired but shown some improvement this school year 2022-23.

Chronic absenteeism rates continue to be exceptionally low and not improving.

*Initial Initiative Inventory and Analysis:* Parent Liaison - The district has a part-time parent resource liaison who works with families to provide needed resources.

Transportation - This year, DCS purchased 6 new buses in addition to vans already in use to expand the transportation program and target family needs as well as attendance concerns/gaps.

Attendance Policy - The leadership team collaborated to create an attendance policy to address the attendance needs across the district. There is a gap with who would have the time to oversee this initiative.

*Gap Analysis:* Daily attendance rates are low district-wide with 76.5% district (62.56% 9-12). District would like to have at least 85% daily attendance rates for high school. District chronically absent is 60.2% (93.8% 9-12). District would like less than 25% chronically absent for the high school.

*District Data Story Summary:* Strengths Opportunity for growth partnerships and exposure opportunity for students improvement of new systems being put into place that have not existed in previous years

District programs data cycles with teachers instructional observation plan implementation of MTSS

Major challenges 9-12 curriculum lack of intervention programs, additional supports lack of highly qualified teachers lack of parental involvement attendance

Prevention programs/intervention programs emergent in K-8, do not exist in 9-12 Historical financial difficulties are affecting current resources and supports being offered - exploration of allocation and reallocation of fiscal resources

Detroit Community Schools has a very transient population of students/families. Many of the students have had to get jobs to help support families during the pandemic so getting them to attend school regularly has presented challenges, as many of them are supporting families as a priority.

In addition, transportation has historically been a challenge for the students in the district. A parent liaison has supported with addition of buses and vans to the program at DCS to support families with getting students to school.

**Strategies:**

(1/3): MTSS Framework (General)

Owner: Ronnelle Payne

Start Date: 08/28/2023

Due Date: 06/25/2025

**Summary:** "A Multi-Tiered System of Supports (MTSS) is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels. MTSS intentionally interconnects the education, health, and human service systems in support of learners, schools, centers, and community outcomes. The five essential components of MTSS are inter-related and complementary. Implementation of the essential components as intended provides educational settings with a framework to organize the strategies and processes needed to support successful learner outcomes. The five essential components include the following: Team-Based Leadership; Tiered Delivery System; Selection and Implementation of Instruction, Interventions and Supports; Comprehensive Screening & Assessment System; Continuous Data-Based Decision Making."

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Attendance Liaison will work with the MTSS Team to monitor and track attendance in order to work with parents, staff, and stakeholders to provide interventions for students with attendance issues. The Attendance Liaison will also collaborate with community agencies and partnerships to provide resources.	Ronnelle Payne	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Comprehensive attendance policy/plan will be developed and implemented that will include daily attendance, truancy, chronic absenteeism, and in-school truancy.	Manu Wells	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				

Activity	Owner	Start Date	Due Date	Status
Student attendance incentives will be used to promote positive attendance district-wide.	Manu Wells	08/28/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Transportation will be enhanced and improved to accommodate students and families ability to receive services to get to school. A transportation coordinator will work with parents and families to identify needs and make adjustments as needed.	Manu Wells	08/28/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

**(2/3): Positive Behavioral Intervention and Support (PBIS)**

**Owner:** Gigi Ashford

**Start Date:** 08/28/2023

**Due Date:** 06/25/2025

**Summary:** PBIS is a three-tiered framework for improving and integrating systems, data and practices to improve student outcomes, to reduce exclusionary disciplinary practices and to support teacher outcomes. Implementation addresses systems, data and practices to increase student academic, social and emotional outcomes. Student support is provided according to three tiers based on student needs. It's a schoolwide approach that addresses the needs of all students with disabilities

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Student Incentives plan will be implemented to include positive behavior and attendance. Students will be given the opportunity to participate in incentive events when they achieve expectations.	Gigi Ashford	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Counselor will work with students on academic, behavior and attendance needs. Whole child student needs have increased academically, socially, emotionally, and mentally. The district does not have a counselor. Counselors play a support role in student success. Research supports that having a school counselor improves scores, makes post-secondary decision-making more informed, decrease disciplinary referrals and improves attendance.	Ronnelle Payne	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> All Buildings in Implementation Plan				
Alternatives to Suspension	Gigi Ashford	08/28/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
will be added such as community service, reflection, refocus, and in-school opportunities to support students being in school.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
PBIS Training will be conducted for all staff by the Dean of Students in partnership with Wayne RESA. In addition, the behavior team will be trained in Restorative practices to train the staff to implement as a tool for behavior interventions.	Gigi Ashford	08/28/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Student mentoring will continue for male/female students in middle school and high school. Mentoring programs will be conducted by the Manhood Project and Imagine Mentoring to encourage student empowerment of their behavior, emotions, mental well being, coping skills, and decision-making.	Gigi Ashford	08/28/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> <li>• Detroit Community Schools High School</li> </ul>				

**(3/3): Learning-Focused Partnerships**

**Owner:** Manu Wells

**Start Date:** 08/28/2023

**Due Date:** 06/25/2025

**Summary:** The district establishes the learning-focused partnership between central office administrators and building principals to guide and direct with unrelenting focus the work of improving instruction within the organization. The focus is to help every school principal become a stronger instructional leader and deepen their practice. The district leader clearly communicates expectations for learning improvement while the school leader uses the district commitment to learning improvement as a foundation for the work at the building level. The partnership meets frequently (i.e., weekly) to maintain the urgency of improving instruction within the organization. The central office administrator routinely takes issues off the principals' plates that interfere with efforts to focus on the work of instructional improvement as well as consistently demonstrating some or all of the best practices identified nationally in learning-focused partnerships.

**Buildings:** All Active Buildings

**Strategy Implementation Plan Activities**

Activity	Owner	Start Date	Due Date	Status
Career-Technical Education program implementation for business management, cosmetology, and construction trades. CTE programs are proven to increase enrollment, attendance and graduation by providing hands on and skill trade curriculums. CTE is cross curricular and incorporates student skills. It gives students motivation and interest in school.	Larry Griffin	08/28/2023	06/25/2025	ONTARGET
<b>Activity Buildings:</b> <ul style="list-style-type: none"> <li>Detroit Community Schools High School</li> </ul>				
After-school programming will be improved and enhanced to incorporate more partnerships to provide students with exposure to a variety of activities. Sphinx Music and Mosaic Theater will continue their partnership	Manu Wells	08/28/2023	06/25/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
and the district will work to add additional programs for students to be involved in.				
<i>Activity Buildings:</i> All Buildings in Implementation Plan				
Parent Empowerment Sessions will be implemented to inform and empower parents to be partners in this process. Collaboration with Imagine Mentoring and Manhood Project will provide parents with resources and information to support students.	Manu Wells	08/28/2023	06/25/2025	ONTARGET
<i>Activity Buildings:</i> All Buildings in Implementation Plan				

If you request assistance for services outlined in the posted plan, please contact:  
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