



School Improvement Plan

Leonard Elementary School

Oxford Community Schools

Mr. Paul McDevitt, Principal
335 East Elmwood
Leonard, MI 48367-1806

TABLE OF CONTENTS

Introduction	1
Improvement Plan Assurance	
Introduction	3
Improvement Plan Assurance	4
2019 Plan	
Overview	6
Goals Summary	7
Goal 1: Students at Oxford Community Schools will improve their Reading performance	8
Goal 2: Students at Oxford Community Schools will improve their Writing performance	11
Goal 3: Students at Oxford Community Schools will improve their Mathematical skills and knowledge	13
Goal 4: Students at Oxford Community Schools will improve their skills and knowledge within Social Studies	15
Goal 5: Students at Oxford Community Schools will improve their skills and knowledge within Science	16
Goal 6: Students at Oxford Community Schools will enhance their preparation for success in a global environment ..	18
Goal 7: Students will have career development exposure beginning in kindergarten through 5th grade	20
Activity Summary by Funding Source	21

Introduction

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

Improvement Plan Assurance

Introduction

During the 2019-2020 school year, schools will have two options for Goals and Plans. 1. Update Goals and Plans, if necessary, based on analysis of data and Program Evaluation; 2. Complete and upload the Abbreviated Goals and Plans template into ASSIST, based on analysis of data and Program Evaluation.

Improvement Plan Assurance

Label	Assurance	Response	Comment	Attachment
1.	Which option was chosen for Goals and Plans?	Goals and Plans in ASSIST	See 2019 School Improvement Plan	

2019 Plan

Overview

Plan Name

2019 Plan

Plan Description

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Students at Oxford Community Schools will improve their Reading performance	Objectives: 1 Strategies: 3 Activities: 9	Academic	\$10000
2	Students at Oxford Community Schools will improve their Writing performance.	Objectives: 1 Strategies: 3 Activities: 9	Academic	\$0
3	Students at Oxford Community Schools will improve their Mathematical skills and knowledge	Objectives: 1 Strategies: 2 Activities: 6	Academic	\$0
4	Students at Oxford Community Schools will improve their skills and knowledge within Social Studies	Objectives: 1 Strategies: 2 Activities: 5	Academic	\$0
5	Students at Oxford Community Schools will improve their skills and knowledge within Science	Objectives: 1 Strategies: 2 Activities: 6	Academic	\$0
6	Students at Oxford Community Schools will enhance their preparation for success in a global environment.	Objectives: 1 Strategies: 3 Activities: 3	Organizational	\$0
7	Students will have career development exposure beginning in kindergarten through 5th grade	Objectives: 1 Strategies: 1 Activities: 3	Organizational	\$0

Goal 1: Students at Oxford Community Schools will improve their Reading performance

Measurable Objective 1:

85% of All Students will demonstrate a proficiency on target reading levels in Reading by 06/01/2020 as measured by Spring Fountas and Pinnell assessments.

Strategy 1:

Teachers will design instruction for individual literacy needs utilizing the Readers Workshop Model - All K-5 teachers will use the “Units of Study for Teaching Reading” (Lucy Calkins) to provide students with explicit instruction, opportunities for practice, and concrete goals reading comprehension, phonemic awareness/ phonics, fluency, and vocabulary development.

Category: English/Language Arts

Research Cited: • Lucy Calkins Research

• Oakland Schools

- Moss, B. & Young, T.A. (2010). Creating lifelong readers through independent reading. International Reading Association.
- Guthrie, J.T. & Humenick, N.M. (2004). Motivating students to read: Evidence for classroom practices that increase motivation and achievement. In P. McCardle & V. Chhabra (Eds.), The voice of evidence in reading research (pp. 329-354). Baltimore: Paul Brookes.
- College of Teachers (Columbia University) Reading and Writing Project
- Allington, R.L. McCuiston, K & Billen, M. (2014). What research says about text complexity and learning to read. The Reading Teacher, pp. 1-10.
- Allington, R. L. (2012). What really matters for struggling readers: Designing research-based programs (3rd ed.). Boston: Allyn and Bacon.

Tier: Tier 1

Activity - Teachers, three times a year, will assess each student to monitor reading skills the Fountas & Pinnell Benchmark Assessment to evaluate individual literacy growth and needs.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will assess student reading proficiency 3 times a year using Fountas and Pinnell Reading Benchmark Assessment.	Academic Support Program	Tier 1	Evaluate	10/01/2019	06/05/2020	\$0	No Funding Required	k-5 teachers, principal, reading specialist, instructional para

Activity - Teachers will participate in ongoing professional development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

School Improvement Plan

Leonard Elementary School

Students will individually or in small groups conference with teacher to support instructional needs.	Professional Learning	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	K-5 Teachers, instructional paras, administrators, literacy coach
---	-----------------------	--------	-----------	------------	------------	-----	---------------------	---

Activity - Teachers will schedule uninterrupted block of independent reading time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will meet with the Literacy Coach to receive ongoing professional development to ensure Readers Workshop is implemented with fidelity and a strong knowledge base in Lucy Calkins reading program..	Direct Instruction	Tier 1	Getting Ready	08/05/2019	06/05/2020	\$0	General Fund	Literacy Coach, Reading Specialists, Teachers, Building Administrator

Activity - Teachers will incorporate the reading learning progressions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers in grades 2-5 will implement the learning progressions with fidelity	Direct Instruction	Tier 1	Implement	08/05/2019	06/05/2020	\$0	General Fund	Teachers, literacy coach, administrator

Activity - Teachers will confer with students	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use the workshop model for reading to confer regularly with all students	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	teachers, administrator, literacy coach

Strategy 2:

Teachers will utilize the principles and practices of the International Baccalaureate PYP Transdisciplinary Learning - Teachers will implement the Primary Years Program in all Pre-K through 5th grade classrooms focusing on best practice instructional techniques and transdisciplinary unit planners.

Category: English/Language Arts

Research Cited: • International Baccalaureate

• PYP Program

Tier: Tier 1

School Improvement Plan

Leonard Elementary School

Activity - Teachers will receive instructional practices professional development by the IB Coordinator.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will work with IB Coordinators and IB training to ensure the implementation of the PYP program in the school.	Professional Learning	Tier 1		08/27/2018	06/07/2019	\$10000	General Fund	Principal, IB Coordinator, K-5 teachers

Activity - Teachers will have monthly IB Common Planning Time to review IB principles to	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided at least one hour weekly of common planning time to collaboratively work on implementation of the PYP program.	Getting Ready, Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Principal, IB Coordinator, teachers

Activity - Teachers will assess individual PYP Performance assessments at the end of each unit.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will develop criterion based rubrics for performance assessments and communicate expectations to all students	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	All teachers, IB Coordinator

Strategy 3:

K-2 Teachers will use the Phonics Program aligned with Units of Study for teaching reading - Teachers will work with district literacy coach to learn and implement the Phonics Program within Lucy Calkins Units of Study

Category: English/Language Arts

Research Cited: • Lucy Calkins

Tier: Tier 1

Activity - Teachers will teach the Readers Workshop Units of Study daily.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

School Improvement Plan

Leonard Elementary School

Teachers will teach all students the Lucy Calkins Readers Workshop Units of Study daily.	Curriculum Development	Tier 1		08/27/2018	06/07/2019	\$0	General Fund	Teachers and Reading Specialist
--	------------------------	--------	--	------------	------------	-----	--------------	---------------------------------

Goal 2: Students at Oxford Community Schools will improve their Writing performance.

Measurable Objective 1:

85% of All Students will demonstrate a proficiency in Narrative in Writing by 06/05/2020 as measured by District End of Year writing assessment.

Strategy 1:

Teachers will implement the International Baccalaureate PYP program - Teachers will implement IB PYP at the K-5 grade levels. This program focuses on best practice instructional techniques and the delivery of curriculum through the creation of rigorous unit planners. Students will be assessed through the use of IB criterion based rubrics on performance assessments. Administration and staff will continue to attend professional development that will be key in further establishing the International Baccalaureate Primary Years Programme. Staff will continue to implement the International Baccalaureate PYP at IB common planning time. Staff will work collaboratively in department and grade level meetings to further implement the IB PYP.

Category: Learning Support Systems

Research Cited: • International Baccalaureate

• PYP Program

Tier: Tier 1

Activity - Teachers will administer a pretest and posttest to evaluate IB Performance assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will assess student performance in Writing through Lucy Calkins writing pre/post on demand writing assessments as well as IB Performance assessments and rubrics.	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	teachers, IB Coordinators

Activity - Teachers will participate and engage weekly IB instructional practices through professional development delivered by the IB Coordinator.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided professional learning in IB instructional practices through IB Coordinators and off-site training.	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Teachers, IB Coordinator

Activity - Teachers will utilize IB Unit Planners to monitor need for updates and revisions.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

School Improvement Plan

Leonard Elementary School

Teachers will continue to reflect on current IB Unit Planners and revise, enhance or re-write	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	teachers, IB Coordinator
---	------------------------	--------	-----------	------------	------------	-----	---------------------	--------------------------

Strategy 2:

All K-5 teachers will utilize the “Units of Study for Teaching Writing” (Lucy Calkins) to provide students with instruction, opportunities for independent practice, concrete goals to develop the writing process, conferencing, and grammar, usage and mecha - Elementary teachers will improve their use of the Lucy Calkins writing curriculum through writing labs and professional development provided by the literacy coach

Category: English/Language Arts

Research Cited: • Lucy Calkins College of Teachers (Columbia University) Reading and Writing Project

• Oakland Schools ISD

Tier: Tier 1

Activity - Teachers will teach writing units of study mini-lessons	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to implement the Lucy Calkins Writing Curriculum	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	teachers, literacy coach

Activity - Teachers will participate in ongoing professional development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to implement the Words their Way spelling program into their writing instruction	Professional Learning	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	teachers, literacy coach

Activity - Teachers will schedule an uninterrupted block of writing instruction.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will protect individual writing time	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	literacy coach, teachers,

Activity - Teachers will confer with students,	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teacher will provide small group and individual instruction based on student need	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	teachers, administrator, literacy coach

Strategy 3:

All K-5 Teachers will teach the Units of “Study for Teaching Writing” mini lessons incorporating grade level genre specific Learning Progressions to develop granular

SY 2019-2020

Page 12

School Improvement Plan

Leonard Elementary School

skills and development in writing skills. - All K-5 Teachers will teach the Units of “Study for Teaching Writing” mini lessons incorporating grade level genre specific Learning Progressions to develop granular skills and development in writing skills.

Category: English/Language Arts

Research Cited: Lucy Calkis

Tier: Tier 1

Activity - Teachers will provide genre specific instruction using the genre specific learning progressions.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
mini-lessons will provide genre specific instruction	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	Teachers, administrator, literacy coach

Activity - Teachers will provide visual supports, graphic organizers, anchor charts and editing instruction to support writing process.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will use resources from the Units of Study and/or class created.	Direct Instruction		Implement	08/26/2019	06/05/2020	\$0	No Funding Required	teachers, administrator, literacy coach

Goal 3: Students at Oxford Community Schools will improve their Mathematical skills and knowledge

Measurable Objective 1:

85% of All Students will demonstrate a proficiency on grade level standards in Mathematics by 06/05/2020 as measured by District End of Year Math Assessment.

Strategy 1:

Teachers will use inquiry to promote math concepts through implementation of the International Baccalaureate Program - Teachers will implement IB PYP at the K-5 grade level. This program focuses on best practice instructional techniques and the delivery of curriculum through the creation of rigorous unit planners. Students will be assessed through the use of IB criterion based rubrics on performance assessments. Administration and staff will continue to attend professional development that will be key in further establishing the International Baccalaureate Primary Years Programme. Staff will continue to implement the International Baccalaureate PYP at IB common planning time. Staff will work collaboratively in department and grade level meetings to further implement the IB PYP.

Category: Other - Curriculum

Research Cited: • International Baccalaureate

• PYP

Tier: Tier 1

School Improvement Plan

Leonard Elementary School

Activity - Teachers will monitor individual progress through IB Performance assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to refine their performance task rubrics.	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	teachers
Activity - Teachers will use IB instructional practices PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided professional learning in IB instructional practices through IB Coordinators and off-site training.	Professional Learning	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	teachers, IB Coordinators, principal
Activity - Teachers will use IB Unit Planners to reflect on effective of the delivery of math concepts.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to reflect on current IB Unit Planners and revise, enhance or re-write.	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	teachers, IB Coordinator

Strategy 2:

K-5 teachers will utilize Math Expressions Pathways / lesson units to promote a deeper understanding of essential inquiry-based mathematical skills, numbers and operations in base ten progression, and proficiency in math vocabulary. - Teachers will implement the Math Expressions curriculum and instruction .with fidelity

Category: Mathematics

Research Cited: Math Expressions

Tier: Tier 1

Activity - Teachers will receive on-going professional development.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive on-going professional development in Math Expressions and Math Recovery	Professional Learning	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	Teachers, Administrator, Math Coach
Activity - Teachers will schedule an uninterrupted math block instruction.	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will schedule an uninterrupted math block instruction.	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	Teachers, Administrator

School Improvement Plan

Leonard Elementary School

Activity - Math Talk	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will teach and facilitate math talk.	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	No Funding Required	Teachers, Administrator

Goal 4: Students at Oxford Community Schools will improve their skills and knowledge within Social Studies

Measurable Objective 1:

85% of All Students will demonstrate a proficiency in all claim areas in Social Studies by 06/14/2024 as measured by student performance on state mandated assessments..

Strategy 1:

Implementation of the International Baccalaureate Program - Teachers will implement IB PYP at the K-5 grade levels. This program focuses on best practice instructional techniques and the delivery of curriculum through the creation of rigorous unit planners. Students will be assessed through the use of IB criterion based rubrics on performance assessments. Administration and staff will continue to attend professional development that will be key in further establishing the International Baccalaureate Primary Years Programme. Staff will continue to implement the International Baccalaureate PYP at IB common planning time. Staff will work collaboratively in department and grade level meetings to further implement the IB PYP.

Category: Other - Curriculum

Research Cited: • International Baccalaureate

- PYP

Tier: Tier 1

Activity - IB Performance assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to refine their performance task rubrics	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Teachers

Activity - IB instructional practices PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided professional learning in IB instructional practices through IB Coordinators and off-site training.	Professional Learning	Tier 1		08/27/2018	06/07/2019	\$0	No Funding Required	Central Office personnel, principal, teachers

School Improvement Plan

Leonard Elementary School

Activity - IB Unit Planners	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to reflect on current IB Unit Planners and revise, enhance or re-write	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Teacher, IB Coordinator

Strategy 2:

Social Studies Instructional Strategies - Teachers will utilize best practice research to utilize instructional practices to improve student learning of social studies skills and content.

Category: Other - Instructional Strategies

Research Cited: • Best Practice

Tier: Tier 1

Activity - Unpack Social Studies Standards	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will unpack the new Social Studies Standards to understand expectations.	Professional Learning	Tier 1	Getting Ready	08/27/2018	06/07/2019	\$0	No Funding Required	Teachers, Principal, Instructional Coach

Activity - Elementary Instructional Strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize best practice teaching strategies to improve their instruction in Social Studies	Direct Instruction, Professional Learning	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Teachers

Goal 5: Students at Oxford Community Schools will improve their skills and knowledge within Science

Measurable Objective 1:

85% of All Students will demonstrate a proficiency in all claim areas in Science by 06/14/2024 as measured by student performance on mandated State Assessments..

Strategy 1:

Inquiry Based Science - Teachers will utilize inquiry based strategies to increase student engagement and understanding of science standards. Students will be engaged through labs and other hands on opportunities to learn science standards and explore their own learning as they reflect.

School Improvement Plan

Leonard Elementary School

Category: Science

Research Cited: • Inquiry Based Learning _IB

- Powerful Learning: Studies Show Deep Understanding Derives from Collaborative Methods

Cooperative learning and inquiry-based teaching yield big dividends in the classroom. And now we have the research to prove it.

By Brigid Barron, Linda Darling-Hammond

Tier: Tier 1

Activity - K-5 science kits	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use inquiry based science kits in the areas of Life, Physical and Earth Science provided by Battle Creek Science.	Direct Instruction	Tier 1	Monitor	08/26/2019	06/05/2020	\$0	No Funding Required	teachers
Activity - Claims, Evidence, Reasoning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be taught the scientific method of making claims and predictions, testing those hypothesis, and make conclusions based on sound reasoning.	Direct Instruction, Curriculum Development	Tier 1	Getting Ready	08/26/2019	06/05/2020	\$0	No Funding Required	teachers

Strategy 2:

Implementation of the International Baccalaureate Program - Teachers will implement IB PYP at the K-5 grade levels. Both programs focus on best practice instructional techniques and the delivery of curriculum through the creation of rigorous unit planners. Students will be assessed through the use of IB criterion based rubrics on performance assessments. Administration and staff will continue to attend professional development that will be key in further establishing the International Baccalaureate Primary Years Programme. Staff will continue to implement the International Baccalaureate PYP at IB common planning time. Staff will work collaboratively in department and grade level meetings to further implement the IB PYP.

Category: Other - Curriculum / Instruction

Research Cited: • International Baccalaureate

Tier: Tier 1

Activity - PYP Performance assessments	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will develop criterion based rubrics for performance assessments and communicate expectations to all students	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	All teachers, IB Coordinator

School Improvement Plan

Leonard Elementary School

Activity - IB instructional practices PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will work with IB Coordinators and IB training to ensure the implementation of the PYP program in the school.	Professional Learning	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Principal, IB Coordinator, K-5 Teachers
Activity - IB Common Planning Time	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be provided at least one hour weekly of common planning time to collaboratively	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	Principal, IB Coordinator, teachers
Activity - PYP Unit Planners	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will reflect on current Units of Inquiry and edit or rewrite to create more rigorous, transdisciplinary units.	Curriculum Development	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	No Funding Required	Teachers, IB Coordinator

Goal 6: Students at Oxford Community Schools will enhance their preparation for success in a global environment.

Measurable Objective 1:

demonstrate a behavior for preparedness in an everchanging global society by 06/09/2017 as measured by Teacher/Student perception data, IB Skills, Learner Profile reporting, participation in IB Exhibition, IB Community Service and an inventory of opportunities for students.

Strategy 1:

Proficient participants in a global Learning Community - Students become a part of a global learning community within each classroom, exploring issues and solutions from multiple viewpoints and engaging in discussions regarding the value of those viewpoints as well as identifying multiple solutions to issues, identifying variables at play. Students also have the opportunity to interact with students across the globe in sister schools as they investigate solutions to problems and identify viewpoints and unique variables that may impact a solution. Students utilize Skype and/or online learning opportunities for connectivity and conversations. The teacher facilitates and monitors these interactions and discussions, relating to how their investigation relates to core content areas/standards. Students learn a second language (Spanish), mandatory daily lessons, K-5 that are reinforced within these conversations/discussions.

School Improvement Plan

Leonard Elementary School

Category: School Culture

Research Cited: • International Baccalaureate - Making the PYP Happen

Tier: Tier 1

Activity - K-5 Proficiency-Orientated World Language Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students K-5 attend Spanish class everyday for a half hour of direct instruction. The language program will be aligned to common learning objectives and expectations. Common grade level assessments will be used to measure student progress on these expectations	Direct Instruction	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	No Funding Required	Spanish instructors and World Language Framework Committee

Strategy 2:

IB and 21st Century Skills - IB coordinators will organize opportunities for students to utilize student learning and 21st Century Skills in a problem based learning opportunity.

Category: School Culture

Research Cited: • International Baccalaureate

Tier: Tier 1

Activity - PYP Exhibition	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Leonard Elementary students will demonstrate their understanding of the International Baccalaureate Primary Years Programme through a culminating "Exhibition" during 5th grade. This involves students working collaboratively to conduct an in depth inquiry into real-life issues and problems. This allows teachers to assess student understanding of the PYP in an in-depth manner. It also provides an opportunity for celebration of the learner's transition to middle school.	Technology , Evaluation, Community Engagement, Career Preparation /Orientation	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	No Funding Required	IB Coordinator , Principal Teachers, Para Professionals

Strategy 3:

Social and Emotional needs of students - Staff will implement programs to address students' social and emotional needs allowing students to improve their academic achievement.

Category: School Culture

Research Cited: • Best Practice

• Olweus Research

Tier: Tier 1

School Improvement Plan

Leonard Elementary School

Activity - Olweus Bully program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students at Leonard Elementary will participate in the Olweus anti-bullying program.	Behavioral Support Program	Tier 1	Implement	08/27/2018	06/07/2019	\$0	No Funding Required	All staff

Goal 7: Students will have career development exposure beginning in kindergarten through 5th grade

Measurable Objective 1:

achieve college and career readiness by exposing K-5 to career readiness books and activities. by 06/05/2020 as measured by observations.

Strategy 1:

Professional Development - Teachers will receive resources, training and collaboration time to develop career readiness activities for students

Category: Career and College Ready

Research Cited: MDE

Tier: Tier 1

Activity - Coding Skills	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
4th grade students will practice coding skills monthly	Direct Instruction	Tier 1	Getting Ready	08/26/2019	06/01/2020	\$0	No Funding Required	4th grade teachers

Activity - Vocabulary	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use career readiness vocabulary in classroom jobs, daily tasks, centers, etc.	Direct Instruction	Tier 1	Getting Ready	08/26/2019	06/05/2020	\$0	No Funding Required	teachers

Activity - Field Trips	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be exposed to a variety of career readiness field trips throughout elementary	Field Trip	Tier 1	Getting Ready	08/26/2019	06/05/2020	\$0	No Funding Required	Staff

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Teachers will schedule uninterrupted block of independent reading time	Teachers will meet with the Literacy Coach to receive ongoing professional development to ensure Readers Workshop is implemented with fidelity and a strong knowledge base in Lucy Calkins reading program..	Direct Instruction	Tier 1	Getting Ready	08/05/2019	06/05/2020	\$0	Literacy Coach, Reading Specialists, Teachers, Building Administrator
Teachers will incorporate the reading learning progressions	Teachers in grades 2-5 will implement the learning progressions with fidelity	Direct Instruction	Tier 1	Implement	08/05/2019	06/05/2020	\$0	Teachers, literacy coach, administrator
Teachers will teach the Readers Workshop Units of Study daily.	Teachers will teach all students the Lucy Calkins Readers Workshop Units of Study daily.	Curriculum Development	Tier 1		08/27/2018	06/07/2019	\$0	Teachers and Reading Specialist
Teachers will receive instructional practices professional development by the IB Coordinator.	Teachers will work with IB Coordinators and IB training to ensure the implementation of the PYP program in the school.	Professional Learning	Tier 1		08/27/2018	06/07/2019	\$10000	Principal, IB Coordinator, K-5 teachers

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Teachers will schedule an uninterrupted block of writing instruction.	Teachers will protect individual writing time	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	literacy coach, teachers,

School Improvement Plan

Leonard Elementary School

Teachers will have monthly IB Common Planning Time to review IB principles to	Teachers will be provided at least one hour weekly of common planning time to collaboratively work on implementation of the PYP program.	Getting Ready, Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Principal, IB Coordinator, teachers
Teachers will use IB instructional practices PD	Teachers will be provided professional learning in IB instructional practices through IB Coordinators and off-site training.	Professional Learning	Tier 1	Implement	08/27/2018	06/07/2019	\$0	teachers, IB Coordinators, principal
Olweus Bully program	Students at Leonard Elementary will participate in the Olweus anti-bullying program.	Behavioral Support Program	Tier 1	Implement	08/27/2018	06/07/2019	\$0	All staff
Teachers will participate and engage weekly IB instructional practices through professional development delivered by the IB Coordinator.	Teachers will be provided professional learning in IB instructional practices through IB Coordinators and off-site training.	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Teachers, IB Coordinator
Teachers will participate in ongoing professional development	Students will individually or in small groups conference with teacher to support instructional needs.	Professional Learning	Tier 1	Implement	08/26/2019	06/05/2020	\$0	K-5 Teachers, instructional paras, administrators, literacy coach
Vocabulary	Teachers will use career readiness vocabulary in classroom jobs, daily tasks, centers, etc.	Direct Instruction	Tier 1	Getting Ready	08/26/2019	06/05/2020	\$0	teachers
Math Talk	Teachers will teach and facilitate math talk.	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	Teachers, Administrator
PYP Exhibition	Leonard Elementary students will demonstrate their understanding of the International Baccalaureate Primary Years Programme through a culminating 'Exhibition' during 5th grade. This involves students working collaboratively to conduct an in depth inquiry into real-life issues and problems. This allows teachers to assess student understanding of the PYP in an in-depth manner. It also provides an opportunity for celebration of the learner's transition to middle school.	Technology, Evaluation, Community Engagement, Career Preparation /Orientation	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	IB Coordinator, Principal, Teachers, Para Professionals

School Improvement Plan

Leonard Elementary School

Elementary Instructional Strategies	Teachers will utilize best practice teaching strategies to improve their instruction in Social Studies	Direct Instruction, Professional Learning	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Teachers
IB instructional practices PD	Teachers will be provided professional learning in IB instructional practices through IB Coordinators and off-site training.	Professional Learning	Tier 1		08/27/2018	06/07/2019	\$0	Central Office personnel, principal, teachers
PYP Performance assessments	Teachers will develop criterion based rubrics for performance assessments and communicate expectations to all students	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	All teachers, IB Coordinator
Teachers will utilize IB Unit Planners to monitor need for updates and revisions.	Teachers will continue to reflect on current IB Unit Planners and revise, enhance or re-write	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	teachers, IB Coordinator
Coding Skills	4th grade students will practice coding skills monthly	Direct Instruction	Tier 1	Getting Ready	08/26/2019	06/01/2020	\$0	4th grade teachers
Teachers will assess individual PYP Performance assessments at the end of each unit.	Teachers will develop criterion based rubrics for performance assessments and communicate expectations to all students	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	All teachers, IB Coordinator
Teachers will monitor individual progress through IB Performance assessments	Teachers will continue to refine their performance task rubrics.	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	teachers
IB instructional practices PD	Teachers will work with IB Coordinators and IB training to ensure the implementation of the PYP program in the school.	Professional Learning	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Principal, IB Coordinator, K-5 Teachers
Teachers will receive on-going professional development.	Teachers will receive on-going professional development in Math Expressions and Math Recovery	Professional Learning	Tier 1	Implement	08/26/2019	06/05/2020	\$0	Teachers, Administrator, Math Coach
Teachers will provide genre specific instruction using the genre specific learning progressions.	mini-lessons will provide genre specific instruction	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	Teachers, administrator, literacy coach
Unpack Social Studies Standards	Teachers will unpack the new Social Studies Standards to understand expectations.	Professional Learning	Tier 1	Getting Ready	08/27/2018	06/07/2019	\$0	Teachers, Principal, Instructional Coach
IB Unit Planners	Teachers will continue to reflect on current IB Unit Planners and revise, enhance or re-write	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Teacher, IB Coordinator

School Improvement Plan

Leonard Elementary School

Teachers will confer with students,	Teacher will provide small group and individual instruction based on student need	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	teachers, administrator, literacy coach
K-5 Proficiency-Orientated World Language Program	All students K-5 attend Spanish class everyday for a half hour of direct instruction. The language program will be aligned to common learning objectives and expectations. Common grade level assessments will be used to measure student progress on these expectations	Direct Instruction	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	Spanish instructors and World Language Framework Committee
PYP Unit Planners	Teachers will reflect on current Units of Inquiry and edit or re-write to create more rigorous, transdisciplinary units.	Curriculum Development	Tier 1	Monitor	08/27/2018	06/07/2019	\$0	Teachers, IB Coordinator
Teachers will provide visual supports, graphic organizers, anchor charts and editing instruction to support writing process.	Teachers and students will use resources from the Units of Study and/or class created.	Direct Instruction		Implement	08/26/2019	06/05/2020	\$0	teachers, administrator, literacy coach
K-5 science kits	Teachers will use inquiry based science kits in the areas of Life, Physical and Earth Science provided by Battle Creek Science.	Direct Instruction	Tier 1	Monitor	08/26/2019	06/05/2020	\$0	teachers
Teachers will confer with students	Teachers will use the workshop model for reading to confer regularly with all students	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	teachers, administrator, literacy coach
Teachers will teach writing units of study mini-lessons	Teachers will continue to implement the Lucy Calkins Writing Curriculum	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	teachers, literacy coach
Teachers will participate in ongoing professional development	Teachers will continue to implement the Words their Way spelling program into their writing instruction	Professional Learning	Tier 1	Implement	08/26/2019	06/05/2020	\$0	teachers, literacy coach
IB Performance assessments	Teachers will continue to refine their performance task rubrics	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Teachers
Field Trips	Students will be exposed to a variety of career readiness field trips throughout elementary	Field Trip	Tier 1	Getting Ready	08/26/2019	06/05/2020	\$0	Staff
IB Common Planning Time	Teachers will be provided at least one hour weekly of common planning time to collaboratively	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	Principal, IB Coordinator, teachers

School Improvement Plan

Leonard Elementary School

Teachers, three times a year, will assess each student to monitor reading skills the Fountas & Pinnell Benchmark Assessment to evaluate individual literacy growth and needs.	Teachers will assess student reading proficiency 3 times a year using Fountas and Pinnell Reading Benchmark Assessment.	Academic Support Program	Tier 1	Evaluate	10/01/2019	06/05/2020	\$0	k-5 teachers, principal, reading specialist, instructional para
Claims, Evidence, Reasoning	Students will be taught the scientific method of making claims and predictions, testing those hypothesis, and make conclusions based on sound reasoning.	Direct Instruction, Curriculum Development	Tier 1	Getting Ready	08/26/2019	06/05/2020	\$0	teachers
Teachers will administer a pretest and posttest to evaluate IB Performance assessments	Teachers will assess student performance in Writing through Lucy Calkins writing pre/post on demand writing assessments as well as IB Performance assessments and rubrics.	Evaluation	Tier 1	Implement	08/27/2018	06/07/2019	\$0	teachers, IB Coordinators
Teachers will schedule an uninterrupted math block instruction.	Teachers will schedule an uninterrupted math block instruction.	Direct Instruction	Tier 1	Implement	08/26/2019	06/05/2020	\$0	Teachers, Administrator
Teachers will use IB Unit Planners to reflect on effective of the delivery of math concepts.	Teachers will continue to reflect on current IB Unit Planners and revise, enhance or re-write.	Curriculum Development	Tier 1	Implement	08/27/2018	06/07/2019	\$0	teachers, IB Coordinator