

# **School Improvement Plan 2018-2019**

Reuther Middle School

Rochester Community Schools

1430 E. Auburn  
Rochester Hills, MI 48307-5410

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## **Overview**

### **Plan Name**

School Improvement Plan 2018-2019

### **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	80% of students will be proficient in Math as measured by local and/or state assessments.	Objectives: 4 Strategies: 4 Activities: 17	Academic	\$213340
2	To create a culture that is conducive to building self-esteem in all students.	Objectives: 1 Strategies: 2 Activities: 13	Organizational	\$7150
3	80% of students will be proficient in English Language Arts as measured by local and/or state assessments..	Objectives: 4 Strategies: 3 Activities: 14	Academic	\$185340

## Goal 1: 80% of students will be proficient in Math as measured by local and/or state assessments.

### Measurable Objective 1:

75% of Black or African-American students will demonstrate a proficiency in problem solving in Mathematics by 05/01/2020 as measured by local and/or state assessments..

### (shared) Strategy 1:

Learning strategies and Thinking Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with the M-STEP type questions will continue. All student progress will be monitored through the Watch List system.

### Category:

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>

Taylor, R. T., Moxley, D. E., Chanter, C., & Boulware, D. (2007). Three techniques for successful literacy coaching. *Principal Leadership*, 7(6), 22-25.

Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. *SEDL Letter*, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

Houk, L. M. (2010). Demonstrating teaching in a lab classroom. *Educational Leadership*, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Through the Teacher Lab model (ELL Coach allocated .2 FTE) various ELL, metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff, .2 ELL coach, administration
<b>Activity - Visible Thinking Professional Development</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The Cultures of Thinking team (SIP Steering Committee) will be responsible for training staff in the use of Visible Thinking routines and protocols (8 Cultural Forces) for implementation in the classroom. The CoT Team and all other staff members will participate in a book study on Ron Ritchhart's Creating a Culture of Thinking. This book was purchased for all staff through grant money. The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
<b>Activity - Parent Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Parent training will take the form of one or more of the following: electronic training and during and after school in-house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
<b>Activity - Electronic Communication Awareness</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide opportunities for parents to become aware of Reuther's math strategies, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
<b>Activity - Targeted Intervention Planning (TIP)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant.

**(shared) Strategy 2:**

Co-Taught Classes - General education math courses consisting of general and special education students will be co-taught with General Education and Special Education staff.

Category: Mathematics

Research Cited: <http://www.friendshipcircle.org/blog/2013/03/25/the-benefits-of-co-teaching-for-students-with-special-needs/>

Tier: Tier 2

Activity - Co-Taught Classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
General education and special education students will be blended into one class.	Direct Instruction	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	General and Special Education math teachers.

Activity - Data Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	General Fund	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

**(shared) Strategy 3:**

Support Interventions - Implementation of intensive intervention programs including the Learning Center, Math Lab, one on one support, and 504 plans/accommodation plans will be utilized for identified students. In addition, progress monitoring tools, such as AIMSweb, KTEAll, and SuccessMaker are used to analyze current student placement and individualized intervention.

Category: Mathematics

Research Cited: Gersten, R., Beckmann, S., Clarke, B., Foegen, A., Marsh, L., Star, J. R., & Witzel, B. (2009). Assisting students struggling with mathematics: Response to Intervention (RtI) for elementary and middle schools (NCEE 2009-4060). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides/>.

Mattox, K., Hancock, D. R., & Queen, J. A. (2005). The effect of block scheduling on middle school students' mathematics achievement. NASSP Bulletin, 89(642), Retrieved from <http://www.nassp.org/portals/0/content/50245.pdf>

Tier: Tier 3

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Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals one of which is .5 general fund and 5.5 hours 31A. The other is paid 5.5 hours through 31A. Successmaker software is used as a diagnostic tool and paid for through general fund.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	General Fund, Section 31a	Learning Consultant and paraprofessionals
Activity - Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Targeted 6th through 8th grade students will be placed in a math lab one hour per day based on common assessments, classroom grades, SuccessMaker scores, KTEAll, AIMSweb scores and, information from feeder schools. The students will be taught by the math lab instructor. One highly qualified paraeducator assists with individualized support. SuccessMaker is used via wired/wireless computers. (A wireless cart was purchased in 2014).	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$23000	Title I Part A	Math lab instructors
Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
Activity - iREADY Online Math Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
iREADY is an online program used to provide individualized math instruction to students scheduled in our Tier III Math Lab classes. Students take three diagnostic tests in the fall, winter, and spring.	Academic Support Program	Tier 3	Implement	10/01/2015	06/19/2020	\$0	General Fund	Math Lab teachers and Learning Consultant
Activity - IXL Math - Online math practice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible



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Online math practice skills from pre-k through high school. It's adaptive, individualized, standards-based, with immediate feedback.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/06/2016	06/19/2020	\$0	No Funding Required	Learning Consultant, Math Lab Teachers
<b>Activity - Data Room</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

**(shared) Strategy 4:**

Visible Thinking - Visible Thinking routines will be implemented across all grade/subject areas.

Monthly COT challenge included in the weekly Lit Bit which is published district-wide.

\*Toolbox implementation

Professional Development will be utilized to gain expertise in implementation of visible thinking routines.

PD will include:

\*Teacher Instructional Lab

\*COT Lessons

\*CIA time for action research, unit building, teacher labs, etc.

\*Personal reflections

\*Literacy Coaches

\*Making Thinking Visible and Intellectual Character and Creating Cultures of Thinking book talks

\*Ghost Walks and COT tours at visible thinking schools

Category:

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Tier: Tier 1

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Activity - ELL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly qualified ELL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	ELL Coach, teachers
Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff, administrator, Learning Consultant, and Literacy Coach
Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's math activities, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
Activity - CIA Department Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff

**Measurable Objective 2:**

75% of Economically Disadvantaged students will demonstrate a proficiency in problem solving in Mathematics by 05/01/2020 as measured by local and/or state assessments..

**(shared) Strategy 1:**

Learning strategies and Thinking Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with the M-STEP type questions will continue. All student progress will be monitored through the Watch List system.

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Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>

Taylor, R. T., Moxley, D. E., Chanter, C., & Boulware, D. (2007). Three techniques for successful literacy coaching. *Principal Leadership*, 7(6), 22-25.

Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. *SEDL Letter*, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

Houk, L. M. (2010). Demonstrating teaching in a lab classroom. *Educational Leadership*, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through the Teacher Lab model (ELL Coach allocated .2 FTE) various ELL, metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff, .2 ELL coach, administration

Activity - Visible Thinking Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Cultures of Thinking team (SIP Steering Committee) will be responsible for training staff in the use of Visible Thinking routines and protocols (8 Cultural Forces) for implementation in the classroom. The CoT Team and all other staff members will participate in a book study on Ron Ritchhart's <i>Creating a Culture of Thinking</i> . This book was purchased for all staff through grant money. The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff

Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Parent training will take the form of one or more of the following: electronic training and during and after school in-house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
<b>Activity - Electronic Communication Awareness</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide opportunities for parents to become aware of Reuther's math strategies, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
<b>Activity - Targeted Intervention Planning (TIP)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant.

### (shared) Strategy 2:

Co-Taught Classes - General education math courses consisting of general and special education students will be co-taught with General Education and Special Education staff.

Category: Mathematics

Research Cited: <http://www.friendshipcircle.org/blog/2013/03/25/the-benefits-of-co-teaching-for-students-with-special-needs/>

Tier: Tier 2

<b>Activity - Co-Taught Classes</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
General education and special education students will be blended into one class.	Direct Instruction	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	General and Special Education math teachers.
<b>Activity - Data Room</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	General Fund	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
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**(shared) Strategy 3:**

Support Interventions - Implementation of intensive intervention programs including the Learning Center, Math Lab, one on one support, and 504 plans/accommodation plans will be utilized for identified students. In addition, progress monitoring tools, such as AIMSweb, KTEAll, and SuccessMaker are used to analyze current student placement and individualized intervention.

Category: Mathematics

Research Cited: Gersten, R., Beckmann, S., Clarke, B., Foegen, A., Marsh, L., Star, J. R., & Witzel, B. (2009). Assisting students struggling with mathematics: Response to Intervention (RtI) for elementary and middle schools (NCEE 2009-4060). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides/>.

Mattox, K., Hancock, D. R., & Queen, J. A. (2005). The effect of block scheduling on middle school students' mathematics achievement. NASSP Bulletin, 89(642), Retrieved from <http://www.nassp.org/portals/0/content/50245.pdf>

Tier: Tier 3

Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals one of which is .5 general fund and 5.5 hours 31A. The other is paid 5.5 hours through 31A. Successmaker software is used as a diagnostic tool and paid for through general fund.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	Section 31a, General Fund	Learning Consultant and paraprofessionals

Activity - Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Targeted 6th through 8th grade students will be placed in a math lab one hour per day based on common assessments, classroom grades, SuccessMaker scores, KTEAll, AIMSweb scores and, information from feeder schools. The students will be taught by the math lab instructor. One highly qualified paraeducator assists with individualized support. SuccessMaker is used via wired/wireless computers. (A wireless cart was purchased in 2014).	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$23000	Title I Part A	Math lab instructors
<b>Activity - Targeted Intervention Planning (TIP)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
<b>Activity - iREADY Online Math Program</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
iREADY is an online program used to provide individualized math instruction to students scheduled in our Tier III Math Lab classes. Students take three diagnostic tests in the fall, winter, and spring.	Academic Support Program	Tier 3	Implement	10/01/2015	06/19/2020	\$0	General Fund	Math Lab teachers and Learning Consultant
<b>Activity - IXL Math - Online math practice</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Online math practice skills from pre-k through high school. It's adaptive, individualized, standards-based, with immediate feedback.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/06/2016	06/19/2020	\$0	No Funding Required	Learning Consultant, Math Lab Teachers
<b>Activity - Data Room</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

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Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
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**Measurable Objective 3:**

75% of Students with Disabilities students will demonstrate a proficiency in problem solving in Mathematics by 05/01/2020 as measured by local and/or state Assessments..

**(shared) Strategy 1:**

Learning strategies and Thinking Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with the M-STEP type questions will continue. All student progress will be monitored through the Watch List system.

Category:

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

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Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. *SEDL Letter*, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

Houk, L. M. (2010). Demonstrating teaching in a lab classroom. *Educational Leadership*, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Through the Teacher Lab model (ELL Coach allocated .2 FTE) various ELL, metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff, .2 ELL coach, administration
<b>Activity - Visible Thinking Professional Development</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The Cultures of Thinking team (SIP Steering Committee) will be responsible for training staff in the use of Visible Thinking routines and protocols (8 Cultural Forces) for implementation in the classroom. The CoT Team and all other staff members will participate in a book study on Ron Ritchhart's Creating a Culture of Thinking. This book was purchased for all staff through grant money. The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
<b>Activity - Parent Training</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Parent training will take the form of one or more of the following: electronic training and during and after school in-house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
<b>Activity - Electronic Communication Awareness</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide opportunities for parents to become aware of Reuther's math strategies, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
<b>Activity - Targeted Intervention Planning (TIP)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant.

### (shared) Strategy 2:

Co-Taught Classes - General education math courses consisting of general and special education students will be co-taught with General Education and Special Education staff.

Category: Mathematics



Research Cited: <http://www.friendshipcircle.org/blog/2013/03/25/the-benefits-of-co-teaching-for-students-with-special-needs/>

Tier: Tier 2

Activity - Co-Taught Classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
General education and special education students will be blended into one class.	Direct Instruction	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	General and Special Education math teachers.

Activity - Data Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	General Fund	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

**(shared) Strategy 3:**

Support Interventions - Implementation of intensive intervention programs including the Learning Center, Math Lab, one on one support, and 504 plans/accommodation plans will be utilized for identified students. In addition, progress monitoring tools, such as AIMSweb, KTEAll, and SuccessMaker are used to analyze current student placement and individualized intervention.

Category: Mathematics

Research Cited: Gersten, R., Beckmann, S., Clarke, B., Foegen, A., Marsh, L., Star, J. R., & Witzel, B. (2009). Assisting students struggling with mathematics: Response to Intervention (RtI) for elementary and middle schools (NCEE 2009-4060). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides/>.

Mattox, K., Hancock, D. R., & Queen, J. A. (2005). The effect of block scheduling on middle school students' mathematics achievement. NASSP Bulletin, 89(642), Retrieved from <http://www.nassp.org/portals/0/content/50245.pdf>

Tier: Tier 3

## School Improvement Plan 2018-2019

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Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals one of which is .5 general fund and 5.5 hours 31A. The other is paid 5.5 hours through 31A. Successmaker software is used as a diagnostic tool and paid for through general fund.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	General Fund, Section 31a	Learning Consultant and paraprofessionals
Activity - Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Targeted 6th through 8th grade students will be placed in a math lab one hour per day based on common assessments, classroom grades, SuccessMaker scores, KTEAll, AIMSweb scores and, information from feeder schools. The students will be taught by the math lab instructor. One highly qualified paraeducator assists with individualized support. SuccessMaker is used via wired/wireless computers. (A wireless cart was purchased in 2014).	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$23000	Title I Part A	Math lab instructors
Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
Activity - iREADY Online Math Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
iREADY is an online program used to provide individualized math instruction to students scheduled in our Tier III Math Lab classes. Students take three diagnostic tests in the fall, winter, and spring.	Academic Support Program	Tier 3	Implement	10/01/2015	06/19/2020	\$0	General Fund	Math Lab teachers and Learning Consultant
Activity - IXL Math - Online math practice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Reuther Middle School

Online math practice skills from pre-k through high school. It's adaptive, individualized, standards-based, with immediate feedback.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/06/2016	06/19/2020	\$0	No Funding Required	Learning Consultant, Math Lab Teachers
<b>Activity - Data Room</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

**Measurable Objective 4:**

75% of English Learners students will demonstrate a proficiency in problem solving in Mathematics by 05/01/2020 as measured by local and/or state Assessments..

**(shared) Strategy 1:**

Learning strategies and Thinking Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with the M-STEP type questions will continue. All student progress will be monitored through the Watch List system.

Category:

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>

Taylor, R. T., Moxley, D. E., Chanter, C., & Boulware, D. (2007). Three techniques for successful literacy coaching. *Principal Leadership*, 7(6), 22-25.

Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. *SEDL Letter*, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

Houk, L. M. (2010). Demonstrating teaching in a lab classroom. *Educational Leadership*, 67, Retrieved from <http://www.ascd.org/publications/educational->

**School Improvement Plan 2018-2019**

Reuther Middle School

leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through the Teacher Lab model (ELL Coach allocated .2 FTE) various ELL, metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff, .2 ELL coach, administration
Activity - Visible Thinking Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Cultures of Thinking team (SIP Steering Committee) will be responsible for training staff in the use of Visible Thinking routines and protocols (8 Cultural Forces) for implementation in the classroom. The CoT Team and all other staff members will participate in a book study on Ron Ritchhart's Creating a Culture of Thinking. This book was purchased for all staff through grant money. The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training and during and after school in-house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's math strategies, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant.
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### (shared) Strategy 2:

Support Interventions - Implementation of intensive intervention programs including the Learning Center, Math Lab, one on one support, and 504 plans/accomodation plans will be utilized for identified students. In addition, progress monitoring tools, such as AIMSweb, KTEAll, and SuccessMaker are used to analyze current student placement and individualized intervention.

Category: Mathematics

Research Cited: Gersten, R., Beckmann, S., Clarke, B., Foegen, A., Marsh, L., Star, J. R., & Witzel, B. (2009). Assisting students struggling with mathematics: Response to Intervention (Rti) for elementary and middle schools (NCEE 2009-4060). Washington, DC: National Center for Education Evaluation and Regional Assistance, Institute of Education Sciences, U.S. Department of Education. Retrieved from <http://ies.ed.gov/ncee/wwc/publications/practiceguides/>.

Mattox, K., Hancock, D. R., & Queen, J. A. (2005). The effect of block scheduling on middle school students' mathematics achievement. NASSP Bulletin, 89(642), Retrieved from <http://www.nassp.org/portals/0/content/50245.pdf>

Tier: Tier 3

Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals one of which is .5 general fund and 5.5 hours 31A. The other is paid 5.5 hours through 31A. Successmaker software is used as a diagnostic tool and paid for through general fund.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	Section 31a, General Fund	Learning Consultant and paraprofessionals

Activity - Math Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## School Improvement Plan 2018-2019

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Targeted 6th through 8th grade students will be placed in a math lab one hour per day based on common assessments, classroom grades, SuccessMaker scores, KTEAll, AIMSweb scores and, information from feeder schools. The students will be taught by the math lab instructor. One highly qualified paraeducator assists with individualized support. SuccessMaker is used via wired/wireless computers. (A wireless cart was purchased in 2014).	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$23000	Title I Part A	Math lab instructors
<b>Activity - Targeted Intervention Planning (TIP)</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
<b>Activity - iREADY Online Math Program</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
iREADY is an online program used to provide individualized math instruction to students scheduled in our Tier III Math Lab classes. Students take three diagnostic tests in the fall, winter, and spring.	Academic Support Program	Tier 3	Implement	10/01/2015	06/19/2020	\$0	General Fund	Math Lab teachers and Learning Consultant
<b>Activity - IXL Math - Online math practice</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Online math practice skills from pre-k through high school. It's adaptive, individualized, standards-based, with immediate feedback.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/06/2016	06/19/2020	\$0	No Funding Required	Learning Consultant, Math Lab Teachers
<b>Activity - Data Room</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

**School Improvement Plan 2018-2019**

Reuther Middle School

Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
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**(shared) Strategy 3:**

Visible Thinking - Visible Thinking routines will be implemented across all grade/subject areas.

Monthly COT challenge included in the weekly Lit Bit which is published district-wide.

\*Toolbox implementation

Professional Development will be utilized to gain expertise in implementation of visible thinking routines.

PD will include:

\*Teacher Instructional Lab

\*COT Lessons

\*CIA time for action research, unit building, teacher labs, etc.

\*Personal reflections

\*Literacy Coaches

\*Making Thinking Visible and Intellectual Character and Creating Cultures of Thinking book talks

\*Ghost Walks and COT tours at visible thinking schools

Category:

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Tier: Tier 1

Activity - ELL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly qualified ELL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	ELL Coach, teachers

## School Improvement Plan 2018-2019

Reuther Middle School

Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff, administration, Learning Consultant, and Literacy Coach
Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's math activities, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
Activity - CIA Department Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff

## Goal 2: To create a culture that is conducive to building self-esteem in all students.

### Measurable Objective 1:

collaborate to provide opportunities for students to feel a connection to school, build self-awareness, and apply appropriate social interactions to various situations. by 06/01/2020 as measured by increased participation of all students in school activities, decrease in office and stat referrals, and an increase in positive responses on specific questions on the student perception survey.

### Strategy 1:

Character Education - Staff will create opportunities for school pride activities such as the Crusader Nation, Invictus, Girl Nation and Rachel's Challenge. Additionally, 8th grade students will be selected by staff to serve as mentors for the 6th graders as part of our Mentor Program.

Category: School Culture

Research Cited: Wagner, C. R. (2006). The school leader's tool for assessing and improving school culture. Principal Leadership, 41-44.

Pbis world.com. (2013). Retrieved from <http://www.pbisworld.com/>



## School Improvement Plan 2018-2019

Reuther Middle School

Rachel's challenge: Start a chain reaction. (n.d.). Retrieved from <http://www.rachelschallenge.org/>

Owens, D. (2007). Olweus bullying questionnaire: Standard school report. Center City, MN: Hazelden.

Violence prevention works: Safer schools, safer communities. (2013). Retrieved from <http://www.violencepreventionworks.org/public/index.page>

Tier: Tier 1

Activity - Kick-off assembly	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Crusader Nation team will organize a kick-off student assembly on the first day of school. All students will receive a Crusader Nation t-shirt and hear from various speakers regarding school involvement and school pride.	Behavioral Support Program	Tier 1	Implement	09/01/2015	06/01/2020	\$1000	General Fund	Administration and Crusader Nation team
Activity - PBIS Cool Crusaders	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will continue to nominate students for the Cool Crusader of the month. Rewards will be given to students who become a Cool Crusader. A Cool Crusader is defined by students who follow the Crusader Code by being Safe, Respectful, and Responsible. Continue with bracelet identification of the Cool Crusaders. A year end celebration will be held to celebrate all winners.	Behavioral Support Program	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff and interventionist
Activity - 7th and 8th Grade Mentor Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
7th and 8th grade students will be selected by teachers and counselors to serve as mentors for the 6th graders. Mentor activities will take place during homeroom and at other times of the year. One teacher will serve as the program facilitator.	Materials	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	Mentor teacher facilitator and administration.
Activity - Public Relations	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## School Improvement Plan 2018-2019

Reuther Middle School

A variety of ideas were generated from a Staff Survey to promote the positive environment at Reuther Middle School. Activities will include students, parents, community members, and staff. Some examples are: community service events, additional club and intramural choices, pep rallies, message board or GOBO boards, carnival day with feeder schools, Crusader Nation in Rochester Christmas parade, positive student email, school garden, etc.	Community Engagement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
<b>Activity - School-Wide Visible Thinking Routine</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The CoT team will facilitate a visible thinking routine for the entire student body using Claim-Support-Question/CERC routine about What Makes Reuther a Great School. The routine will be posted in our hallways. School wide Chalk Talk activity to deepen understanding of Empathy.	Community Engagement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	CoT team members.
<b>Activity - Visible Thinking Displays</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
CoT team will design the visual aids (bulletin boards/tack strips) around the building to display VT routines and other culture pieces.	Supplemental Materials	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	CoT team and administration
<b>Activity - Redesign Communication Tools</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Redesign the look of the Reuther website to include CoT goals and Mission/Vision. Maximize the use of our Twitter Page. Consider other social media. Added Instagram Account linked to Twitter. Developed weekly online newsletter--CN Weekly on Weebly	Community Engagement	Tier 1	Implement	09/01/2015	06/01/2020	\$150	General Fund	CoT team and administration

### Strategy 2:

Positive Student Behavior and Engagement - We will encourage positive behavior with our students through social-emotional support in the STAT center, interactions with mentors and selected IN3 students, and participation in the Invictus male/female mentor program.

Category: School Culture

Research Cited: DeAngelis, T. (2012). Helping at-risk students succeed: A psychologist-designed program that supports learning among at-risk kids gains nationwide momentum. *Monitor on Psychology*, 43(2), 46. Retrieved from <http://www.apa.org/monitor/2012/02/at-risk-students.aspx>

Thompson, L. A., & Kelly-Vance, L. (2001). The impact of mentoring on academic achievement of at-risk youth. *Children & Youth Services Review*, 23(3), 227-242.

Retrieved from [http://friendsofthechildrenboston.org/mentors/articles/Thompson, L.A. - Impact of Mentoring.pdf](http://friendsofthechildrenboston.org/mentors/articles/Thompson,%20L.A.-Impact%20of%20Mentoring.pdf)

Slack, R. S., Johnson, C. A., Dodor, B., & Woods, B. (2013). Mentoring "at-risk" middle school students: Strategies for effective practice. *North Carolina Middle School Association Journal*, 27(1), Retrieved from [http://www.ncmsa.net/journal/PDF/Feb13/Final\\_Slack\\_Johnson\\_et al.pdf](http://www.ncmsa.net/journal/PDF/Feb13/Final_Slack_Johnson_et%20al.pdf)

**School Improvement Plan 2018-2019**

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Tier: Tier 2

Activity - STAT referrals	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assistant Principal will maintain a caseload of students for support based on referrals from counselors, teachers, and behavioral referral data, which will have interventions before receiving suspensions.	Behavioral Support Program	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	Assistant Principal
Activity - Student Mentor Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Eighth grade students will mentor small groups of 6th grade students to foster positive relationships and transition from elementary to middle school. Eighth grade students will also train and mentor 7th grade students to become mentors.	Community Engagement	Tier 1	Implement	09/08/2015	06/30/2020	\$1500	Title I Part A	Three teachers, administration
Activity - Makerspace Club	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students are welcome to join an afterschool Makerspace Club. Economically disadvantaged students are offered scholarships. Science, Technology, Engineering, Art and Math (STEAM) skills are developed through innovative, hands on activities.	Extra Curricular, Technology	Tier 1	Monitor	09/08/2015	06/30/2020	\$4000	Title I Part A	Information Literacy Specialist
Activity - Kindness Club	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be encouraged to promote a sense of kindness at home, school, and the community by creating a sense of unity within the school community and by inspiring all members to be positive role-models for others.	Extra Curricular	Tier 1	Getting Ready	09/04/2018	05/01/2020	\$0	No Funding Required	Staff members
Activity - Mindful Moment Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Mindful Moment Room is for students to learn strategies, individually and as groups, in balancing their thoughts and feelings in a positive way. It's effective in supporting social and emotional well-being and academic performance.	Behavioral Support Program	Tier 1	Implement	01/09/2017	05/01/2020	\$0	No Funding Required	Counselors and other staff

Activity - Book Study - Innovator's Mindset by George Couros	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Innovator's Mindset encourages teachers and administrators to empower their learners to wonder, to explore-and to become forward-thinking leaders. This book study will: -empower the staff to create a culture of innovation -help students and educators become their personal best -create relevant learning experiences and help students develop the skills they need to be successful -support teachers and leaders as learners -tap into the strength of your learning community -create ongoing opportunities for innovation -seek more effective methods for measuring progress -embrace change and use it to do something amazing	Academic Support Program, Direct Instruction	Tier 1	Getting Ready	09/04/2018	05/01/2020	\$500	Title III	All staff and administration

**Goal 3: 80% of students will be proficient in English Language Arts as measured by local and/or state assessments..**

**Measurable Objective 1:**

75% of Sixth, Seventh and Eighth grade Black or African-American, Asian, Bottom 30%, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in expository reading comprehension in English Language Arts by 05/01/2020 as measured by progress on local and state assessments..

**(shared) Strategy 1:**

Reading Learning Strategies and Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with ACT Explore type questions will continue. All student progress will be monitored through the Watch List system.

Category: English/Language Arts

Research Cited: Houk, L. M. (2010). Demonstrating teaching in a lab classroom. Educational Leadership, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Ritchhart, R. (2005) Intellectual Character: What It Is, Why It Matters, and How to Get It. San Francisco: Jossey-Bass.

Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

## School Improvement Plan 2018-2019

Reuther Middle School

- Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>
- Taylor, R. T., Moxley, D. E., Chanter, C., & Boulware, D. (2007). Three techniques for successful literacy coaching. *Principal Leadership*, 7(6), 22-25.
- Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. *SEDL Letter*, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>
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- Clapp, Edward., Jessica Ross, Jennifer Ryan, Shari Tishman. (2017) *Maker Center Learning: Empowering Young People to Shape Their Worlds*. San Francisco: Jossey Bass.
- Fullan, Michael, Joanne Quinn, Joanne McEachen. (2018). *Deep Learning: Engage the World Change the World*. Thousand Oaks, CA: Corwin.
- Well, Caryn M. (2016) *Mindfulness*. New York: Rowman & Littlefield.
- Duke, Nell and Ellin Oliver Keene (2016) *No More Low Expectations for English Learners*. Portsmouth, NH: Heinemann.

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through the Teacher Lab model and the ESL Coach various metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed, especially as it pertains to ELL students.	Direct Instruction	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	All staff, ESL coach, administration.
Activity - Visible Thinking Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Cultures of Thinking team will be responsible for training staff in the use of Visible Thinking routines and protocols for implementation in the classroom. All staff members will participate in a book study of "Creating a Culture of Thinking." The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
Activity - Text Structure Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Literacy Coach (AARI) will train staff in the use of text structures to improve reading comprehension.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff and Literacy Coach

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Reuther Middle School

Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training and during and after school in house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff

Activity - Electronic communication awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's learning strategies and visible thinking routines, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff

**(shared) Strategy 2:**

Support Interventions - Implementation of intensive intervention programs including, AARI, Learning Center, Math Lab, one on one support, and 504 plans/Accommodation Plans will be utilized for identified students.

Category:

Research Cited: AARI

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

Tier: Tier 3

Activity - AARI Course	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Targeted students (sixth, seventh and eighth grade) will be placed in AARI classroom, one hour per day for one semester (two semesters if needed), based on reading level data (Fountas and Pinnell and MSTEP, QRI, AimsWebb, Successmaker). The AARI is an accelerated county-wide initiative focused on bringing students to grade level quickly. The AARI (Strategic Reading) instructor teacher will teach .4 hours for the school year.	Direct Instruction	Tier 3	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	AARI Instructor

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Reuther Middle School

Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	School Improvement Grant (SIG), Title I Part A, General Fund	Learning Consultant and paraprofessionals
Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
Activity - Data Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

**(shared) Strategy 3:**

Visible Thinking - Cultures of Thinking will drive our professional development: A draft of our outline for next year is: - Required reading from "Creating Cultures of Thinking." - Activity around the reading. - Reflection of practice - Call to Action - CIA team time - Compass points evaluation.

Category: English/Language Arts

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Tier: Tier 1

## School Improvement Plan 2018-2019

Reuther Middle School

Activity - ESL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly qualified ESL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	ESL Coach. teachers
Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff, administration, and Literacy Coach, Learning Consultant
Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's Visible Thinking routines as they apply to writing, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, Think from the Middle Weebly, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
Activity - CIA Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
Activity - Collaboration Space	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaboration space for staff on all COT activities and small group instruction.	Academic Support Program	Tier 1	Getting Ready	09/01/2015	06/01/2020	\$0	No Funding Required	SIP chairs and committee

### Measurable Objective 2:

75% of Eighth grade Economically Disadvantaged students will demonstrate a proficiency in expository reading comprehension in English Language Arts by 05/01/2020 as measured by local and/or state assessments..



**(shared) Strategy 1:**

Reading Learning Strategies and Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with ACT Explore type questions will continue. All student progress will be monitored through the Watch List system.

Category: English/Language Arts

Research Cited: Houk, L. M. (2010). Demonstrating teaching in a lab classroom. Educational Leadership, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Ritchhart, R. (2005) Intellectual Character: What It Is, Why It Matters, and How to Get It. San Francisco: Jossey-Bass.

Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>

Taylor, R. T., Moxley, D. E., Chanter, C., & Boulware, D. (2007). Three techniques for successful literacy coaching. Principal Leadership, 7(6), 22-25.

Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. SEDL Letter, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

Ritchhart, Ron. (2015). Creating Cultures of Thinking: The 8 Forces We Must Master to Truly Transform Our Schools. San Francisco: Jossey-Bass.

Fullan, Michael and Lyn Sharratt. (2012). Putting Faces on the Data. Thousand Oaks, CA: Corwin.

Clapp, Edward., Jessica Ross, Jennifer Ryan, Shari Tishman. (2017) Maker Center Learning: Empowering Young People to Shape Their Worlds. San Francisco: Jossey Bass.

Fullan, Michael, Joanne Quinn, Joanne McEachen. (2018). Deep Learning: Engage the World Change the World. Thousand Oaks, CA: Corwin.

Well, Caryn M. (2016) Mindfulness. New York: Rowman & Littlefield.

Duke, Nell and Ellin Oliver Keene (2016) No More Low Expectations for English Learners. Portsmouth, NH: Heinemann.

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through the Teacher Lab model and the ESL Coach various metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed, especially as it pertains to ELL students.	Direct Instruction	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	All staff, ESL coach, administration.

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Activity - Visible Thinking Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Cultures of Thinking team will be responsible for training staff in the use of Visible Thinking routines and protocols for implementation in the classroom. All staff members will participate in a book study of "Creating a Culture of Thinking." The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
Activity - Text Structure Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Literacy Coach (AARI) will train staff in the use of text structures to improve reading comprehension.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff and Literacy Coach
Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training and during and after school in house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
Activity - Electronic communication awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's learning strategies and visible thinking routines, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff

### (shared) Strategy 2:

Support Interventions - Implementation of intensive intervention programs including, AARI, Learning Center, Math Lab, one on one support, and 504 plans/Accommodation Plans will be utilized for identified students.

Category:

Research Cited: AARI

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

**School Improvement Plan 2018-2019**

Reuther Middle School

Tier: Tier 3

Activity - AARI Course	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Targeted students (sixth, seventh and eighth grade) will be placed in AARI classroom, one hour per day for one semester (two semesters if needed), based on reading level data (Fountas and Pinnell and MSTEP, QRI, AimsWebb, Successmaker). The AARI is an accelerated county-wide initiative focused on bringing students to grade level quickly. The AARI (Strategic Reading) instructor teacher will teach .4 hours for the school year.	Direct Instruction	Tier 3	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	AARI Instructor
Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	School Improvement Grant (SIG), Title I Part A, General Fund	Learning Consultant and paraprofessionals
Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
Activity - Data Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Reuther Middle School

Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
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**(shared) Strategy 3:**

Visible Thinking - Cultures of Thinking will drive our professional development: A draft of our outline for next year is: - Required reading from "Creating Cultures of Thinking." - Activity around the reading. - Reflection of practice - Call to Action - CIA team time - Compass points evaluation.

Category: English/Language Arts

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Tier: Tier 1

Activity - ESL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly qualified ESL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	ESL Coach. teachers

Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff, administration, and Literacy Coach, Learning Consultant

Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## School Improvement Plan 2018-2019

Reuther Middle School

Provide opportunities for parents to become aware of Reuther's Visible Thinking routines as they apply to writing, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, Think from the Middle Weebly, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
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Activity - CIA Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff

Activity - Collaboration Space	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaboration space for staff on all COT activities and small group instruction.	Academic Support Program	Tier 1	Getting Ready	09/01/2015	06/01/2020	\$0	No Funding Required	SIP chairs and committee

### Measurable Objective 3:

75% of Eighth grade Students with Disabilities students will demonstrate a proficiency in expository reading comprehension in English Language Arts by 05/01/2020 as measured by local and/or state assessments..

### (shared) Strategy 1:

Reading Learning Strategies and Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with ACT Explore type questions will continue. All student progress will be monitored through the Watch List system.

Category: English/Language Arts

Research Cited: Houk, L. M. (2010). Demonstrating teaching in a lab classroom. Educational Leadership, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers. (Doctoral dissertation).

Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Ritchhart, R. (2005) Intellectual Character: What It Is, Why It Matters, and How to Get It. San Francisco: Jossey-Bass.

Sturtevant, E. G. Alliance for Excellent Education, (n.d.).The literacy coach: A key to improving teaching and learning in secondary schools. Retrieved from website: [www.all4ed.org](http://www.all4ed.org)

Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>

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Reuther Middle School

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Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. *SEDL Letter*, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

Ritchhart, Ron. (2015). *Creating Cultures of Thinking: The 8 Forces We Must Master to Truly Transform Our Schools*. San Francisco: Jossey-Bass.

Fullan, Michael and Lyn Sharratt. (2012). *Putting Faces on the Data*. Thousand Oaks, CA: Corwin.

Clapp, Edward., Jessica Ross, Jennifer Ryan, Shari Tishman. (2017) *Maker Center Learning: Empowering Young People to Shape Their Worlds*. San Francisco: Jossey Bass.

Fullan, Michael, Joanne Quinn, Joanne McEachen. (2018). *Deep Learning: Engage the World Change the World*. Thousand Oaks, CA: Corwin.

Well, Caryn M. (2016) *Mindfulness*. New York: Rowman & Littlefield.

Duke, Nell and Ellin Oliver Keene (2016) *No More Low Expectations for English Learners*. Portsmouth, NH: Heinemann.

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through the Teacher Lab model and the ESL Coach various metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed, especially as it pertains to ELL students.	Direct Instruction	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	All staff, ESL coach, administration.

Activity - Visible Thinking Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Cultures of Thinking team will be responsible for training staff in the use of Visible Thinking routines and protocols for implementation in the classroom. All staff members will participate in a book study of "Creating a Culture of Thinking." The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff

Activity - Text Structure Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Literacy Coach (AARI) will train staff in the use of text structures to improve reading comprehension.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff and Literacy Coach

Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Parent training will take the form of one or more of the following: electronic training and during and after school in house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
<b>Activity - Electronic communication awareness</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide opportunities for parents to become aware of Reuther's learning strategies and visible thinking routines, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff

**(shared) Strategy 2:**

Support Interventions - Implementation of intensive intervention programs including, AARI, Learning Center, Math Lab, one on one support, and 504 plans/Accommodation Plans will be utilized for identified students.

Category:

Research Cited: AARI

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

Tier: Tier 3

<b>Activity - AARI Course</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Targeted students (sixth, seventh and eighth grade) will be placed in AARI classroom, one hour per day for one semester (two semesters if needed), based on reading level data (Fountas and Pinnell and MSTEP, QRI, AimsWebb, Successmaker). The AARI is an accelerated county-wide initiative focused on bringing students to grade level quickly. The AARI (Strategic Reading) instructor teacher will teach .4 hours for the school year.	Direct Instruction	Tier 3	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	AARI Instructor

<b>Activity - Learning Center Program</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
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The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	School Improvement Grant (SIG), Title I Part A, General Fund	Learning Consultant and paraprofessionals
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Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant

Activity - Data Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

**(shared) Strategy 3:**

Visible Thinking - Cultures of Thinking will drive our professional development: A draft of our outline for next year is: - Required reading from "Creating Cultures of Thinking." - Activity around the reading. - Reflection of practice - Call to Action - CIA team time - Compass points evaluation.

Category: English/Language Arts

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Tier: Tier 1



## School Improvement Plan 2018-2019

Reuther Middle School

Activity - ESL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly qualified ESL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	ESL Coach. teachers
Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff, administration, and Literacy Coach, Learning Consultant
Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's Visible Thinking routines as they apply to writing, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, Think from the Middle Weebly, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
Activity - CIA Teams	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
Activity - Collaboration Space	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaboration space for staff on all COT activities and small group instruction.	Academic Support Program	Tier 1	Getting Ready	09/01/2015	06/01/2020	\$0	No Funding Required	SIP chairs and committee

### Measurable Objective 4:

75% of English Learners students will demonstrate a proficiency in expository reading comprehension in English Language Arts by 05/01/2020 as measured by local and/or state Assessments..

**(shared) Strategy 1:**

Reading Learning Strategies and Routines - Implementation of differentiation strategies, including MI Class, Visible Thinking, and other toolbox strategies will be utilized across the curriculums. Teacher Instructional Lab will be available and utilized by all staff to gain expertise in implementation of best practice activities. Test taking strategies, to familiarize students with ACT Explore type questions will continue. All student progress will be monitored through the Watch List system.

Category: English/Language Arts

Research Cited: Houk, L. M. (2010). Demonstrating teaching in a lab classroom. Educational Leadership, 67, Retrieved from <http://www.ascd.org/publications/educational-leadership/summer10/vol67/num09/Demonstrating-Teaching-in-a-Lab-Classroom.aspx>

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

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Ritchhart, R. (2005) Intellectual Character: What It Is, Why It Matters, and How to Get It. San Francisco: Jossey-Bass.

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Shanklin, N. L. (2006). What are the characteristics of effective literacy coaching?. Manuscript submitted for publication, University of Colorado at Denver & Health Sciences Center, , Available from Literacy Coaching Clearinghouse. Retrieved from <http://www.literacycoachingonline.org>

Taylor, R. T., Moxley, D. E., Chanter, C., & Boulware, D. (2007). Three techniques for successful literacy coaching. Principal Leadership, 7(6), 22-25.

Wren, S., & Reed, D. (2005). Literacy coaches roles and responsibilities. SEDL Letter, XVII(1), Retrieved from <http://www.sedl.org/pubs/sedl-letter/v17n01/literacy-coaches.html>

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Fullan, Michael and Lyn Sharratt. (2012). Putting Faces on the Data. Thousand Oaks, CA: Corwin.

Clapp, Edward., Jessica Ross, Jennifer Ryan, Shari Tishman. (2017) Maker Center Learning: Empowering Young People to Shape Their Worlds. San Francisco: Jossey Bass.

Fullan, Michael, Joanne Quinn, Joanne McEachen. (2018). Deep Learning: Engage the World Change the World. Thousand Oaks, CA: Corwin.

Well, Caryn M. (2016) Mindfulness. New York: Rowman & Littlefield.

Duke, Nell and Ellin Oliver Keene (2016) No More Low Expectations for English Learners. Portsmouth, NH: Heinemann.

Tier: Tier 1

Activity - Teacher Lab	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through the Teacher Lab model and the ESL Coach various metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed, especially as it pertains to ELL students.	Direct Instruction	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	All staff, ESL coach, administration.

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Activity - Visible Thinking Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Cultures of Thinking team will be responsible for training staff in the use of Visible Thinking routines and protocols for implementation in the classroom. All staff members will participate in a book study of "Creating a Culture of Thinking." The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff
Activity - Text Structure Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Literacy Coach (AARI) will train staff in the use of text structures to improve reading comprehension.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All staff and Literacy Coach
Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training and during and after school in house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff
Activity - Electronic communication awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide opportunities for parents to become aware of Reuther's learning strategies and visible thinking routines, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All staff

**(shared) Strategy 2:**

Support Interventions - Implementation of intensive intervention programs including, AARI, Learning Center, Math Lab, one on one support, and 504 plans/Accommodation Plans will be utilized for identified students.

Category:

Research Cited: AARI

Russell, S. (2005). Challenging task in appropriate text: designing discourse communities to increase the literacy growth of adolescent struggling readers . (Doctoral dissertation).

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Tier: Tier 3

Activity - AARI Course	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Targeted students (sixth, seventh and eighth grade) will be placed in AARI classroom, one hour per day for one semester (two semesters if needed), based on reading level data (Fountas and Pinnell and MSTEP, QRI, AimsWebb, Successmaker). The AARI is an accelerated county-wide initiative focused on bringing students to grade level quickly. The AARI (Strategic Reading) instructor teacher will teach .4 hours for the school year.	Direct Instruction	Tier 3	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	AARI Instructor
Activity - Learning Center Program	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$180340	School Improvement Grant (SIG), General Fund, Title I Part A	Learning Consultant and paraprofessionals
Activity - Targeted Intervention Planning (TIP)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Title I Part A	Certified teachers, counselors, administration, and Learning Consultant
Activity - Data Room	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	No Funding Required	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
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**(shared) Strategy 3:**

Visible Thinking - Cultures of Thinking will drive our professional development: A draft of our outline for next year is: - Required reading from "Creating Cultures of Thinking." - Activity around the reading. - Reflection of practice - Call to Action - CIA team time - Compass points evaluation.

Category: English/Language Arts

Research Cited: Ritchhart, R., Church, M., & Morrison, K. (2011). Making thinking visible: How to promote engagement, understanding, and independence for all learners. San Francisco: Jossey-Bass.

Tier: Tier 1

Activity - ESL Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Highly qualified ESL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	Title III	ESL Coach. teachers

Activity - Parent Training	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	Title I Part A	All staff, administration, and Literacy Coach, Learning Consultant

Activity - Electronic Communication Awareness	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Provide opportunities for parents to become aware of Reuther's Visible Thinking routines as they apply to writing, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, Think from the Middle Weebly, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
<b>Activity - CIA Teams</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	No Funding Required	All Staff
<b>Activity - Collaboration Space</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Collaboration space for staff on all COT activities and small group instruction.	Academic Support Program	Tier 1	Getting Ready	09/01/2015	06/01/2020	\$0	No Funding Required	SIP chairs and committee

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent Training	Parent training will take the form of one or more of the following: electronic training and during and after school in-house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff
Parent Training	Parent training will take the form of one or more of the following: electronic training and during and after school in house classes.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff
Targeted Intervention Planning (TIP)	Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Certified teachers, counselors, administration, and Learning Consultant
Parent Training	Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff, administration, and Literacy Coach, Learning Consultant
Learning Center Program	The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$18170	Learning Consultant and paraprofessionals

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Targeted Intervention Planning (TIP)	Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Certified teachers, counselors, administration, and Learning Consultant
Math Lab	Targeted 6th through 8th grade students will be placed in a math lab one hour per day based on common assessments, classroom grades, SuccessMaker scores, KTEAll, AIMSweb scores and, information from feeder schools. The students will be taught by the math lab instructor. One highly qualified paraeducator assists with individualized support. SuccessMaker is used via wired/wireless computers. (A wireless cart was purchased in 2014).	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$23000	Math lab instructors
Student Mentor Program	Eighth grade students will mentor small groups of 6th grade students to foster positive relationships and transition from elementary to middle school. Eighth grade students will also train and mentor 7th grade students to become mentors.	Community Engagement	Tier 1	Implement	09/08/2015	06/30/2020	\$1500	Three teachers, administration
Targeted Intervention Planning (TIP)	Identified "at risk" students in grades 6-8, will be provided targeted interventions and progress monitored for growth. The process will included after school TEAM meetings which will utilize data (qualitative and quantitative) in determining individualized plans.	Academic Support Program	Tier 3	Getting Ready	09/04/2018	06/01/2020	\$5000	Certified teachers, counselors, administration, and Learning Consultant.
Makerspace Club	All students are welcome to join an afterschool Makerspace Club. Economically disadvantaged students are offered scholarships. Science, Technology, Engineering, Art and Math (STEAM) skills are developed through innovative, hands on activities.	Extra Curricular, Technology	Tier 1	Monitor	09/08/2015	06/30/2020	\$4000	Information Literacy Specialist
Parent Training	Parent training will take the form of one or more of the following: electronic training, during and after school in house classes, and classroom activities.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff, administration, Learning Consultant, and Literacy Coach

**Section 31a**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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Learning Center Program	The Learning Center program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals one of which is .5 general fund and 5.5 hours 31A. The other is paid 5.5 hours through 31A. Successmaker software is used as a diagnostic tool and paid for through general fund.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$36340	Learning Consultant and paraprofessionals
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**Title III**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
ESL Coach	Highly qualified ESL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	ESL Coach, teachers
ELL Coach	Highly qualified ELL teacher will provide training for teachers in various learning strategies and techniques, including Visible Thinking Routines, which will not only enhance learning for language learners but for all students within a classroom.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	ELL Coach, teachers
Teacher Lab	Through the Teacher Lab model and the ESL Coach various metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed, especially as it pertains to ELL students.	Direct Instruction	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	All staff, ESL coach, administration.

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Book Study - Innovator's Mindset by George Couros	The Innovator's Mindset encourages teachers and administrators to empower their learners to wonder, to explore--and to become forward-thinking leaders. This book study will: -empower the staff to create a culture of innovation -help students and educators become their personal best -create relevant learning experiences and help students develop the skills they need to be successful -support teachers and leaders as learners -tap into the strength of your learning community -create ongoing opportunities for innovation -seek more effective methods for measuring progress -embrace change and use it to do something amazing	Academic Support Program, Direct Instruction	Tier 1	Getting Ready	09/04/2018	05/01/2020	\$500	All staff and administration
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### No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Text Structure Training	The Literacy Coach (AARI) will train staff in the use of text structures to improve reading comprehension.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	All staff and Literacy Coach
Visible Thinking Displays	CoT team will design the visual aids (bulletin boards/tack strips) around the building to display VT routines and other culture pieces.	Supplemental Materials	Tier 1	Implement	09/01/2015	06/01/2020	\$0	CoT team and administration
Teacher Lab	Through the Teacher Lab model (ELL Coach allocated .2 FTE) various ELL, metacognition and comprehension toolbox strategies (i.e. MI Class, Visible Thinking) will be reviewed, modeled, and discussed.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	All staff, .2 ELL coach, administration
Data Room	Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.

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CIA Teams	Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	All Staff
STAT referrals	Assistant Principal will maintain a caseload of students for support based on referrals from counselors, teachers, and behavioral referral data, which will have interventions before receiving suspensions.	Behavioral Support Program	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	Assistant Principal
AARI Course	Targeted students (sixth, seventh and eighth grade) will be placed in AARI classroom, one hour per day for one semester (two semesters if needed), based on reading level data (Fountas and Pinnell and MSTEP, QRI, AimsWebb, Successmaker). The AARI is an accelerated county-wide initiative focused on bringing students to grade level quickly. The AARI (Strategic Reading) instructor teacher will teach .4 hours for the school year.	Direct Instruction	Tier 3	Monitor	09/01/2015	06/01/2020	\$0	AARI Instructor
Co-Taught Classes	General education and special education students will be blended into one class.	Direct Instruction	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	General and Special Education math teachers.
Electronic Communication Awareness	Provide opportunities for parents to become aware of Reuther's Visible Thinking routines as they apply to writing, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, Think from the Middle Weebly, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All Staff
CIA Department Teams	Teams are organized by department with ongoing professional development in Curriculum, Instruction, or Assessment. A timeline will be developed, there will be a book study on Creating a Culture of Thinking, there will be a literacy focus for each academic department, COT lesson at each PD with time to reflect individually and as a team.	Professional Learning	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	All Staff
Collaboration Space	Collaboration space for staff on all COT activities and small group instruction.	Academic Support Program	Tier 1	Getting Ready	09/01/2015	06/01/2020	\$0	SIP chairs and committee

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Data Room	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
7th and 8th Grade Mentor Program	7th and 8th grade students will be selected by teachers and counselors to serve as mentors for the 6th graders. Mentor activities will take place during homeroom and at other times of the year. One teacher will serve as the program facilitator.	Materials	Tier 2	Monitor	09/01/2015	06/01/2020	\$0	Mentor teacher facilitator and administration.
Visible Thinking Professional Development	The Cultures of Thinking team will be responsible for training staff in the use of Visible Thinking routines and protocols for implementation in the classroom. All staff members will participate in a book study of "Creating a Culture of Thinking." The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff
Electronic Communication Awareness	Provide opportunities for parents to become aware of Reuther's math activities, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All Staff
Electronic Communication Awareness	Provide opportunities for parents to become aware of Reuther's math strategies, such as SOLVED, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff
Visible Thinking Professional Development	The Cultures of Thinking team (SIP Steering Committee) will be responsible for training staff in the use of Visible Thinking routines and protocols (8 Cultural Forces) for implementation in the classroom. The CoT Team and all other staff members will participate in a book study on Ron Ritchhart's Creating a Culture of Thinking. This book was purchased for all staff through grant money. The Literacy Coach will support this implementation through the teacher lab model.	Professional Learning	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff
School-Wide Visible Thinking Routine	The CoT team will facilitate a visible thinking routine for the entire student body using Claim-Support-Question/CERC routine about What Makes Reuther a Great School. The routine will be posted in our hallways. School wide Chalk Talk activity to deepen understanding of Empathy.	Community Engagement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	CoT team members.

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Electronic communication awareness	Provide opportunities for parents to become aware of Reuther's learning strategies and visible thinking routines, through School Messenger, Crusader Chronicle, teacher websites, school website, Edmodo, etc.	Parent Involvement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff
Kindness Club	Students will be encouraged to promote a sense of kindness at home, school, and the community by creating a sense of unity within the school community and by inspiring all members to be positive role-models for others.	Extra Curricular	Tier 1	Getting Ready	09/04/2018	05/01/2020	\$0	Staff members
Mindful Moment Room	The Mindful Moment Room is for students to learn strategies, individually and as groups, in balancing their thoughts and feelings in a positive way. It's effective in supporting social and emotional well-being and academic performance.	Behavioral Support Program	Tier 1	Implement	01/09/2017	05/01/2020	\$0	Counselors and other staff
PBIS Cool Crusaders	Staff will continue to nominate students for the Cool Crusader of the month. Rewards will be given to students who become a Cool Crusader. A Cool Crusader is defined by students who follow the Crusader Code by being Safe, Respectful, and Responsible. Continue with bracelet identification of the Cool Crusaders. A year end celebration will be held to celebrate all winners.	Behavioral Support Program	Tier 1	Monitor	09/01/2015	06/01/2020	\$0	All staff and interventionist
IXL Math - Online math practice	Online math practice skills from pre-k through high school. It's adaptive, individualized, standards-based, with immediate feedback.	Academic Support Program, Direct Instruction	Tier 2	Monitor	09/06/2016	06/19/2020	\$0	Learning Consultant, Math Lab Teachers
Public Relations	A variety of ideas were generated from a Staff Survey to promote the positive environment at Reuther Middle School. Activities will include students, parents, community members, and staff. Some examples are: community service events, additional club and intramural choices, pep rallies, message board or GOBO boards, carnival day with feeder schools, Crusader Nation in Rochester Christmas parade, positive student email, school garden, etc.	Community Engagement	Tier 1	Implement	09/01/2015	06/01/2020	\$0	All staff

### School Improvement Grant (SIG)

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
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Learning Center Program	The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$18170	Learning Consultant and paraprofessionals
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**General Fund**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Kick-off assembly	Crusader Nation team will organize a kick-off student assembly on the first day of school. All students will receive a Crusader Nation t-shirt and hear from various speakers regarding school involvement and school pride.	Behavioral Support Program	Tier 1	Implement	09/01/2015	06/01/2020	\$1000	Administration and Crusader Nation team
Redesign Communication Tools	Redesign the look of the Reuther website to include CoT goals and Mission/Vision. Maximize the use of our Twitter Page. Consider other social media. Added Instagram Account linked to Twitter. Developed weekly online newsletter--CN Weekly on Weebly	Community Engagement	Tier 1	Implement	09/01/2015	06/01/2020	\$150	CoT team and administration
Learning Center Program	The Learning Center program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals one of which is .5 general fund and 5.5 hours 31A. The other is paid 5.5 hours through 31A. Successmaker software is used as a diagnostic tool and paid for through general fund.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$144000	Learning Consultant and paraprofessionals

**School Improvement Plan 2018-2019**

Reuther Middle School

Data Room	Teachers will utilize the Data Room to analyze student assessment results and collaborate to develop next steps to address student needs.	Professional Learning, Teacher Collaboration, Curriculum Development	Tier 1	Implement	01/04/2017	06/30/2020	\$0	Administration, Learning Consultant, Teachers, Counselors, Ancillary staff--All instructional staff.
Learning Center Program	The Learning Center Program focuses on remediation of reading and math skills for general education targeted students. This program also supports these students with homework and test assistance. Students are scheduled into the Learning Center one hour a day/five days per week. The Learning Center consultant is paid through general fund. There are two paraprofessionals, in which one is paid half time general fund, half time 31A. The other is paid 5.5 hours 31A.	Academic Support Program	Tier 3	Monitor	09/01/2015	06/01/2020	\$144000	Learning Consultant and paraprofessionals
iREADY Online Math Program	iREADY is an online program used to provide individualized math instruction to students scheduled in our Tier III Math Lab classes. Students take three diagnostic tests in the fall, winter, and spring.	Academic Support Program	Tier 3	Implement	10/01/2015	06/19/2020	\$0	Math Lab teachers and Learning Consultant