

MICIP Portfolio Report

Holland City School District

Goals Included

Active

- Improve ELA and Math NWEA Scores
 - To improve academics and wellness
-

Buildings Included

Open-Active

- Holland Heights
 - Holland High School
 - Holland Language Academy at Van Raalte
 - Holland Middle School
 - Holland ViRtual Tech High School
 - Jefferson
 - West
-

Plan Components Included

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MICIP Portfolio Report

Holland City School District

To improve academics and wellness

Status: ACTIVE

Statement: Reading Goal: By the spring of 2028, 80% of students will be at or above grade level on the NWEA MAP Growth assessment. The remaining 20% will show growth of 1.5 years. Math Goal: By the spring of 2028, 80% of students will be at or above grade level on the NWEA MAP Growth assessment. The remaining 20% will show growth of 1.5 years. Behavior/Wellness Goal: By the spring of 2028, there will be a reduction of suspensions and referrals across the district based on Infinite Campus suspension reports and referrals reflected in SWIS. English Learners Goal: By the spring of 2025, 85% of English Learners will exit the program within 5 years and 15% of English Learners will exit the program within 7 years.

Created Date: 04/03/2023

Target Completion Date: 06/30/2028

Data Story Name: MTSS Academics and Behavior

Initial Data Analysis: Benchmark Testing (STAR to NWEA) DELTA Math Fountas and Pinnell MS/HS course failings PSAT/SAT Widia/EL data M-Step School Index Attendance Behavioral Data Special Education Data Summative Assessment data by ethnicity, social economic status, and students with disabilities (Instructional Coaches, Title Team, Melissa Remillard, Laura McCloud) High school data: AP Scores, Graduation rates, college admittance rate (High School Team) Comparison between different elementary programs (Elementary Principals, Coaches, Melissa Remillard)

In reviewing the data specifically for Holland High School, we found that our ratio between EL students and teachers is high. We discovered that we needed to create a pre-algebra classroom for our EL students because we had a large number of students who need extra math support. Without having more adult support and resources for our students can relate to the reason why our High School was identified as CSI.

Initial Initiative Inventory and Analysis: Strategies implemented at the High School (9-12) include: Instructional coach Behavior coach Rtl - Intentional grouping for supporting EL/ special education students Essential standards (horizontal and vertical alignment) PBIS initiative Professional Learning Communities (weekly, early release) Offering electives that support student interest and adding new courses for EL students Explore your own course implemented and extended SEL curriculum adoption Restorative practices When reviewing these strategies specifically at the High School, we found that we need to add instructional assistance to support with interventions. We added a pre-algebra course for our EL students. We need to add instructional coaching with a skill set of supporting teachers with EL students.

Middle School (6-8) Instructional coach Behavior coach Rtl - Intentional grouping for

supporting students in reading and math Essential standards (horizontal and vertical alignment) PBIS initiative Professional Learning Communities (weekly, early release) Extended our TWBI program ELA curriculum adoption SEL curriculum adoption Restorative practices
Elementary (Pk-5) Instructional coach Behavior coach RtI - Intentional grouping for supporting students in reading and math Essential standards (horizontal and vertical alignment) PBIS initiative Professional Learning Communities (weekly, early release) SEL curriculum adoption Restorative practices
District Wide Focus Supporting teachers with writing essential standards Focus on culture and climate Supporting staff in the PLC process Support staff by understanding workshop model/Daily 5 Supporting staff with role out of new ELA curriculum k-8 System work

Gap Analysis: ELA Growth School Index: 69.4%

Math Growth School Index: 57.2%

Science Growth School Index: 45.9%

Social Studies Growth School Index: 53.3%

EL Growth School Index: 0% ELA 0% Math

Sped Growth 24.68% ELA 15.58% Math

Summary of Growth Opportunities

Holland Public Schools is not where we want to be with our data and our story. We are working on rewriting our story. Although our scores are low across the board we are working towards system alignment across the district. We are working towards collaboration and focusing on positive student outcomes. We are working towards bringing our students academic and alternative options for learning and connecting with school.

Regarding the reason for identification at the high school, we are currently at 0% of our EL students at proficiency. We need to look at our K-12 EL supports and make sure we are connecting what our students need with proper vertical alignment. If we are successful at this work we will see an increase in how our EL students are performing in school.

District Data Story Summary: Upon review of student achievement data, we noticed student performance trends downward as students progress through grades. In addition, student performance may not reflect the full potential of our students, particularly in our sub-groups. A closer look at the tiered levels of support shows we have core instructional resources for our teachers, yet a discrepancy can be seen among levels in regard to achievement analysis, designated supports, and intentionality in delivering interventions. There are gaps in Tiers 2 and 3, at all levels. Opportunities to grow exist in the areas of consistent data collection and analysis to inform differentiation in the core, as well as Tier 2 & 3 interventions.

In reflection of our students' achievement levels and the district's tiered level of supports, we recognize several distinct needs. First, we desire to increase all students' achievement levels across the board, while simultaneously closing the gap between students without disabilities and special populations. Further, we identified the foundational component of

increasing our staff's collective efficacy. In other words, each teacher must identify as one who has confidence in understanding and teaching all students, and views oneself as someone who can produce the desired result of increasing student achievement. In conjunction with this, our ultimate goal is for each student to increase their self-efficacy and view him or herself as an individual who can be successful and confident in school. In summary, the data at the high school shows that we really need to look at our programming K-12. What and how we offer supports, how we are monitoring student progress and what we will be doing to improve student academic success.

Strategies:

(1/4): Essential School-Wide and Center-Wide Practices in Literacy

Owner: Melissa Remillard

Start Date: 06/28/2023

Due Date: 06/30/2028

Summary: The purpose of this document is to increase Michigan’s capacity to improve children’s literacy by identifying systematic and effective practices that can be implemented at the organizational level in educational and care settings that serve young children. Each of the ten recommended school-level or center-level systems and practices should occur in all Michigan prekindergarten and elementary school learning environments. These essential practices should be viewed, as in practice guides in medicine, as presenting a minimum ‘standard of care’ for Michigan’s children. The practices are: 1) The leadership team is composed of instructional leaders committed to continuous improvements in literacy and ongoing attention to data. 2) The organizational climate reflects a collective sense of responsibility for all children and a focus on developing child independence and competence in a safe space. 3) The learning environment reflects a strong commitment to literacy. 4) Ongoing professional learning opportunities reflect research on adult learning and effective literacy instruction. 5) There is a system for determining the allocation of literacy support in addition to high- quality classroom instruction with multiple layers of support available to children who are not reading and/or writing at a proficient level. 6) Organizational systems assess and respond to individual challenges that may impede literacy development. 7) Organizational systems assess and respond to individual challenges that may impede literacy development. 8) A consistent family engagement strategy includes specific attention to literacy development. 9) An ambitious summer reading initiative supports reading growth. 10) A network of connections in the community provides authentic purposes and audiences for children’s work and helps facilitate use of quality out-of-school programming.

"The practices listed can be used in a variety of educational settings for young children. The document does not specify any particular programs or policies but focuses on research-based practices that can apply to a number of programs and settings. As the local systems and practices occur at the building or center level, it is the responsibility of the school, center, or program leadership to ensure that these systems and practices are implemented consistently and are regularly enhanced through strategic planning"

Buildings: All Active Buildings

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Writing Essential Standards for ELA, Math, Social Studies, Science	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

(2/4): MTSS: Academic

Owner: Melissa Remillard

Start Date: 06/28/2023

Due Date: 06/30/2028

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

Buildings: All Active Buildings

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Align behavioral and academic supports for Tier 1, 2 and 3	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

(3/4): Competency: Curriculum - Guaranteed and Viable Curriculum

Owner: Melissa Remillard

Start Date: 06/28/2023

Due Date: 06/30/2028

Summary: Develop and operationalize a coherent plan for achieving defined learning outcomes as outlined in student standards.

Buildings

- Holland Heights
- Holland Language Academy at Van Raalte
- Holland Middle School
- Holland ViRtual Tech High School
- Jefferson
- West

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Adoption of ELA Curriculum	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

(4/4): MTSS - PBIS (Behavior)

Owner: Melissa Remillard

Start Date: 06/28/2023

Due Date: 06/30/2028

Summary: The behavior components of a Multi-Tiered System of Supports (PBIS) is a three-tiered framework that integrates data, systems and practices to improve outcomes. The data, systems and practices necessary to implement the behavior components of MTSS are defined by the PBIS Tiered Fidelity Inventory and aligned to MDE's five essential components of MTSS.

Buildings: All Active Buildings

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Working towards implementing interventions for behavior	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET
Activity Buildings: All Buildings in Implementation Plan				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
What we want to observe for School Index: School Index Proficiency		06/29/2024	ONTARGET

Impact Notes:

No Data Available

Adjust Notes:

No Data Available

Activity Status:

Essential School-Wide and Center-Wide Practices in Literacy Activities

Activity	Owner	Start Date	Due Date	Status
Writing Essential Standards for ELA, Math, Social Studies, Science	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET

MTSS: Academic Activities

Activity	Owner	Start Date	Due Date	Status
Align behavioral and academic supports for Tier 1, 2 and 3	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET

Competency: Curriculum - Guaranteed and Viable Curriculum Activities

Activity	Owner	Start Date	Due Date	Status
Adoption of ELA Curriculum	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET

MTSS - PBIS (Behavior) Activities

Activity	Owner	Start Date	Due Date	Status
Working towards implementing interventions for behavior	Melissa Remillard	06/28/2023	06/30/2028	ONTARGET

Monitoring Notes

Monitoring Notes: Competency: Curriculum - Guaranteed and Viable Curriculum

Implementation with Fidelity - What progress are we making on implementing the selected strategy as intended? What is the evidence?:

No Data Available

Scale / Reach - What progress are we making on reaching the intended populations? What is the evidence?:

Date	Note	Author
10/31/2023	In to Reading (HMH) has been implemented in all elementary schools and 6th grade (ELA). Training and support for learning continue to be in progress. 7th-8th grade implemented Into Literature for ELA.	Melissa Remillard

Capacity - What progress are we making on supporting implementation of the goal with sufficient resources? What is the evidence?:

No Data Available

Monitoring Notes: Essential School-Wide and Center-Wide Practices in Literacy

Implementation with Fidelity - What progress are we making on implementing the selected strategy as intended? What is the evidence?:

No Data Available

Scale / Reach - What progress are we making on reaching the intended populations? What is the evidence?:

No Data Available

Capacity - What progress are we making on supporting implementation of the goal with sufficient resources? What is the evidence?:

No Data Available

Monitoring Notes: MTSS - PBIS (Behavior)

Implementation with Fidelity - What progress are we making on implementing the selected strategy as intended? What is the evidence?:

No Data Available

Scale / Reach - What progress are we making on reaching the intended populations? What is the evidence?:

No Data Available

Capacity - What progress are we making on supporting implementation of the goal with sufficient resources? What is the evidence?:

No Data Available

Monitoring Notes: MTSS: Academic

Implementation with Fidelity - What progress are we making on implementing the selected strategy as intended? What is the evidence?:

No Data Available

Scale / Reach - What progress are we making on reaching the intended populations? What is the evidence?:

No Data Available

Capacity - What progress are we making on supporting implementation of the goal with sufficient resources? What is the evidence?:

No Data Available

Evaluation Status:

Evaluate Goal: End Target Measures

Measure	Due Date	Status
Increase by 5% for School Index: School Index Proficiency	06/30/2025	ONTARGET

Evaluate Goal: Impact Questions and Responses

Fidelity - How well did we engage in our plan as intended?

No Data Available

Scale/Reach - How well did we reach the intended target population?

No Data Available

Capacity - How well did we support progress towards our goal?

No Data Available

Impact - How did student outcomes improve?

No Data Available

Improve ELA and Math NWEA Scores

Status: ACTIVE

Statement: Our goal is to provide a summer school opportunity for students in k-11th grade to continue to improve ELA and Math scores on NWEA and MSTEP. We would like to see a 5% increase by 2025.

Melissa Remillard is responsible for setting up, hiring and providing curriculum for Summer School

Created Date: 10/26/2023

Target Completion Date: 10/31/2024

Data Story Name: 23g MI Kids Back on Track

Initial Data Analysis: Our TK-11th grade students will need an opportunity during the summer months to continue to grow academically. We will offer a 6 week summer school program for our students to receive extra instruction on ELA and Math. With this opportunity for students we will continue to close the learning gap in our data.

Melissa Remillard responsible for leading this work

Initial Initiative Inventory and Analysis: Last summer we implemented a summer school program for our TK-11th grade students.

Current Transitional kindergarten students and new kindergarten students enrolling in a kindergarten had an opportunity to attend summer school with an Organization called "Ready for School"

Kindergarten through 5th grade students were offered a 6 week summer school program with the partnership of Outdoor Discover Center to provide an outdoor experience, support in reading and math through out the days.

6th grade -7th grade students were offered supports in Reading and Math

8th grade students were supported in the transition into the high school with supports in Reading and Math.

9th grade -11th grade students were offered support with credit recovery to catch up on academics at the High School Level.

Melissa Remillard responsible for leading this work

Gap Analysis: Our data in Holland is showing that only 48% of our students are proficient in Reading and in Math. Our district is working towards a collaborative approach as we work with grade levels and department levels. We are spending this school year defining essential standards and what supports students need to be successful. We will utilize our summer months to continue to provide interventions in reading and in math.

Melissa Remillard responsible for leading this work

District Data Story Summary: For Holland to continue summer school support for students 23g funding will allow us to continue to look at our data and invite students to a summer school experience that will help students grow academically and emotionally. All students should have an opportunity to catch up or continue to grow. Holland will offer summer school that will hire a certified teacher and instructional assistant for each classroom.

Classrooms will stay around 20 students for more hands on experiences. We will be working on providing an opportunity for roughly 500 students. We will track attendance data, academic data. We will review Fall Data in 2024 to determine if our summer school is making an impact for students.

Melissa Remillard responsible for leading this work

Strategies:

(1/2): 23g Expanded Learning Time

Owner: Melissa Remillard

Start Date: 11/09/2023

Due Date: 10/31/2024

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

Buildings: All Active Buildings

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
(23g) Elementary Tutoring - Hey Tutor to support our students in the 2024-2025 school year. \$50 per student. 2748 hours.	Melissa Remillard	11/09/2023	10/31/2024	ONTARGET
Activity Buildings: <ul style="list-style-type: none"> Holland Heights Jefferson West 				
(23g) Middle School Tutoring - \$50 an hour with hey tutor to support our Middle School students for 2024-25 school year with before or after school tutoring. 458 student hours for 1 hour tutoring	Melissa Remillard	11/09/2023	10/31/2024	ONTARGET
Activity Buildings: <ul style="list-style-type: none"> Holland Middle School 				
(23g) High School Tutoring - 50 an hour with hey tutor to support our	Melissa Remillard	11/09/2023	10/31/2024	ONTARGET

Activity	Owner	Start Date	Due Date	Status
High School students for 2024-25 school year with before or after school tutoring. 458 student hours for 1 hour tutoring				
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Holland High School 				
(23g) District Summer School Teachers - 24 Elementary, Middle School and High School Certified Teachers (K-12) Hourly rate for Summer School Staff: \$37.48/hour Hours for the summer: 120 Total per staff member: \$4,497.60 6 week 2025 summer school program. Budget for 120 hours for summer	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Holland Heights • Holland High School • Jefferson • West 				
(23g) Summer School Instructional Assistants - 15 Highly Qualified Instructional Assistants (K-12)- Summer 2025 Roughly \$20.00 an hour. 6 week summer school program. Budget for 120 hours for summer	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Holland High School • Holland Language Academy at Van Raalte • Holland Middle School • Jefferson • West 				
(23g) Summer School Lead	Melissa	06/18/2024	08/02/2024	UPCOMING

Activity	Owner	Start Date	Due Date	Status
Teachers (2) - Two 2025 summer school teacher leads. One for each program. \$37.48 per hour roughly 150 hours.	Remillard			
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> • Holland Heights • Holland High School • Holland Language Academy at Van Raalte • Holland Middle School • Jefferson • West 				
(23g) Summer School Secretary - One Secretary for the office to support 2025 summer school programming. Roughly \$25.00 an hour 120 hours for a six week program	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> • Holland Heights • Holland High School • Holland Language Academy at Van Raalte • Holland Middle School • Jefferson • West 				
(23g) Summer School Materials - Materials for 2025 summer school, books, materials, paper, supplies	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
<p><i>Activity Buildings:</i></p> <ul style="list-style-type: none"> • Holland Heights • Holland High School • Holland Language Academy at Van Raalte • Holland Middle School • Jefferson • West 				

(2/2): 23g Intensive, Individualized Support

Owner: Melissa Remillard

Start Date: 06/18/2024

Due Date: 08/02/2024

Summary: A trained adult advocate can help students who have fallen off track by providing individualized support to meet their academic, personal, and emotional needs. An advocate is a student’s “go-to person” for the resources and support needed to graduate, and typically provides these supports for the entire time a student is enrolled in the school, or, at a minimum, for a full school year. Advocates can be school staff or not employed by the school district. Advocates can identify unmet needs and provide or coordinate more intense, individualized support to help students get back on track for graduation.

Buildings: All Active Buildings

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
(23g) Summer School ESCAPE Staff - One ESCAPE staff member to act as MENTOR to students in the program. Certified Secondary Teacher/Special Education to support students that were expelled or suspended during the regular academic year. \$37.48/hour	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
<p>Activity Buildings:</p> <ul style="list-style-type: none"> Holland High School Holland Language Academy at Van Raalte Holland Middle School 				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
Increase by 5% for Student Assessment: Student Growth		10/30/2024	ONTARGET
Increase by 5% for Student Assessment: Student Growth		10/30/2024	ONTARGET

Impact Notes:

No Data Available

Adjust Notes:

No Data Available

Activity Status:

23g Expanded Learning Time Activities

Activity	Owner	Start Date	Due Date	Status
(23g) Elementary Tutoring - Hey Tutor to support our students in the 2024-2025 school year. \$50 per student. 2748 hours.	Melissa Remillard	11/09/2023	10/31/2024	ONTARGET
(23g) Middle School Tutoring - \$50 an hour with hey tutor to support our Middle School students for 2024-25 school year with before or after school tutoring. 458 student hours for 1 hour tutoring	Melissa Remillard	11/09/2023	10/31/2024	ONTARGET
(23g) High School Tutoring - 50 an hour with hey tutor to support our High School students for 2024-25 school year with before or after school tutoring. 458 student hours for 1 hour tutoring	Melissa Remillard	11/09/2023	10/31/2024	ONTARGET
(23g) District Summer School Teachers - 24 Elementary, Middle School and High School Certified Teachers (K-12) Hourly rate for Summer School Staff: \$37.48/hour Hours for the summer: 120 Total per staff member: \$4,497.60 6 week 2025 summer school program. Budget for 120 hours for summer	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING

Activity	Owner	Start Date	Due Date	Status
(23g) Summer School Instructional Assistants - 15 Highly Qualified Instructional Assistants (K-12)- Summer 2025 Roughly \$20.00 an hour. 6 week summer school program. Budget for 120 hours for summer	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
(23g) Summer School Lead Teachers (2) - Two 2025 summer school teacher leads. One for each program. \$37.48 per hour roughly 150 hours.	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
(23g) Summer School Secretary - One Secretary for the office to support 2025 summer school programming. Roughly \$25.00 an hour 120 hours for a six week program	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING
(23g) Summer School Materials - Materials for 2025 summer school, books, materials, paper, supplies	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING

23g Intensive, Individualized Support Activities

Activity	Owner	Start Date	Due Date	Status
(23g) Summer School ESCAPE Staff - One ESCAPE staff member to act as MENTOR to students in the program. Certified Secondary Teacher/Special Education to support students that were expelled or suspended during the regular academic year. \$37.48/hour	Melissa Remillard	06/18/2024	08/02/2024	UPCOMING

Monitoring Notes

Monitoring Notes: 23g Expanded Learning Time

Implementation with Fidelity - What progress are we making on implementing the selected strategy as intended? What is the evidence?:

No Data Available

Scale / Reach - What progress are we making on reaching the intended populations? What is the evidence?:

No Data Available

Capacity - What progress are we making on supporting implementation of the goal with sufficient resources? What is the evidence?:

No Data Available

Monitoring Notes: 23g Intensive, Individualized Support

Implementation with Fidelity - What progress are we making on implementing the selected strategy as intended? What is the evidence?:

No Data Available

Scale / Reach - What progress are we making on reaching the intended populations? What is the evidence?:

No Data Available

Capacity - What progress are we making on supporting implementation of the goal with sufficient resources? What is the evidence?:

No Data Available

Evaluation Status:

Evaluate Goal: End Target Measures

Measure	Due Date	Status
Increase by 5% for Student Assessment: Student Growth	10/31/2024	ONTARGET

Evaluate Goal: Impact Questions and Responses

Fidelity - How well did we engage in our plan as intended?

No Data Available

Scale/Reach - How well did we reach the intended target population?

No Data Available

Capacity - How well did we support progress towards our goal?

No Data Available

Impact - How did student outcomes improve?

No Data Available