Ingham Intermediate School District

2017-2018 Strategic Plan

MISSION: *Ingham ISD exists to serve and lead through collaboration, innovation, and advocacy.*

VISION: *Ingham ISD, in partnership with all stakeholders, will transform our community by fostering the success of all learners in preparation for college, work and life.*

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<tr><td colspan="2">Innovative Professional Development (Including all staff within SIS, Early Childhood and SSS)</td></tr>
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<tr><td>1. Project Practice

Our one-year goal (ending in May 2018) is to implement Project Practice in 22 building across 9 districts. This will result in approximately 50-60 teacher coaches and 100 – 150 teacher mentees getting trained in using opportunities to respond (OTR’s) to increase student engagement, implementing effective small group instruction, and problem solving and progress monitoring.</td><td>a) Meet with stakeholders (ISD administrators, ISD consultants, and local administrators and teachers) to develop Project Practice implementation plans based on data.

b) Hire 2 additional ISD consultants that can train local teacher coaches in the Project Practice approach to coaching

c) Analyze Project Practice data from the current school year (2017-2017) to engage in continuous improvement initiatives.</td></tr>
<tr><td>2. NGSX

Provide NGSX Administrator training to 32 participants and complete 5 cohorts series of NGSX training to 150 K-12 teachers representing our entire service area.</td><td>a) Schedule NGSX training dates.

b) Conduct NGSX training sessions for administrators and teachers.</td></tr>
<tr><th>Smart Numbers</th><th>Critical Numbers</th></tr>
<tr><td>1. Collaboration: Approximately 50-60 teachers (25 coaches and 25 mentees across grades K-6) across 8 districts participated in the project in 2016-17.</td><td rowspan="3">Goal: The 3rd Grade reading proficiency rate within the Ingham ISD service area will increase as a result of improvements in teacher instructional practices.</td></tr>
<tr><td>2. Cost/Quality: Both teacher coaches and teacher mentees showed statistically significant improvement in the use of OTRs, while control group teachers did not. This suggests the initiative was effective.</td></tr>
<tr><td>3. Communication: Project Practice was communicated to stakeholders several times throughout the year, including 4 presentations to Curriculum Directors, 1 presentation to Superintendents, 1 presentation to the SIS department, and daily/weekly communications with the Project Practice team and administrator.</td></tr>
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MY MEASURES	
What will indicate success?	**Due**
Project Practice	
1a. Increase in number of 3rd grade students proficient in reading on M-STEP assessment	6/2018
1b. Growth in benchmark assessment scores	6/2018
1c. Decrease in students on Reading Improvement Plans over the next two years	6/2019
NGSX	
2a. Completion rates of administrators and K-12 teachers for the 5-day NGSX training sessions	6/2018
2b. Participation rates of 6-12 departments who have worked with ISD to identify grade-band division of performance expectations and secondary course pathways for implementation.	6/2018

MY ORGANIZATION

Targets (3-5 Years)

1) Community – Increase awareness of our services and programs
2) Culture – Live our core values
3) Collaboration – Provide, create, promote opportunities for collaboration
4) Communication – Implement a reciprocal communication process for both internal and external stakeholders
5) Cost/Quality – Maximize our school and community resources.

Core Values/Beliefs	BHAG	Brand Promise
Collaboration Innovation Compassion Integrity Student-focus	As a service provider, Ingham ISD will be the first choice in our community and a leader in the state and beyond.	Inspiring innovation one learner at a time

OUR PURPOSE: Collaborate, Innovate and Advocate

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STUDENT INSTRUCTIONAL SERVICES

Our 1 Year Goals/Focus

Improve Student Achievement

Instructional System of Support (MTSS)

1.1 Literacy

90-Day Strategies:

a) **Continue the work of the ELA Literacy Steering Committee** to increase student learning outcomes.

- Open to all stakeholders.
- Focus on district needs related to Michigan's 3rd Graded Reading Law.
- Meet monthly to set a course of action (prioritize, make recommendations, make decisions) that will improve literacy outcomes throughout our service area.
- Emphasize collaboration, professional development, assessment/data, and evidence-based practices.

b) **Provide intensive job-embedded support** through Project Practice and other on-site PD in the areas of literacy.

c) **Determine areas of improvement for teachers** who are struggling to teach as deeply as the CCSS requires and provide PD that supports learning the content and using the resources of their core curriculum.

d) **Provide opportunities from teachers to observe others teaching literacy** throughout our service area.

2.0 Math

90-Day Strategies:

a**) Provide intensive job-embedded support** through Project Practice and other on-site PD to the two new districts joining the Go Math consortium for 2017-2018.

b) **Continue to provide job-embedded support for districts in year 2 and 3 of implementation** through Project Practice and other on-site PD as requested by each district.

c) **Determine areas of improvement for teachers** who are struggling to teach as deeply as the CCSS requires and provide PD that supports learning the content and using resources of Go Math.

d) **Provide opportunities from teachers to observe others teaching Go Math** throughout our service area.

Smart Numbers	Critical Numbers
1.0 Collaboration: We currently have 10 districts that are using Reading Street at some level. It will be integral to have these districts collaborating through: • ELA Literacy Steering Committee • Learning /linking walks • PD at the ISD Job-embedded PD through Project Practice also allows Reading Street teachers to collaborate with each other through observations and planning time.	**Reading:** In 2016, 107,964 third grade students were tested in Michigan and 46% were proficient or above. Largest decease occurred on the M-Step from 2015-2016 in third grade with a -4%. Michigan is 43rd in the nation and projected to be 48th in the next 5 years. Goal: *Improve reading scores in grades K-6 by at least 4% on standardized assessments such as M-STEP.*

1.1 **Communication**: We will continue to communicate best practices with Reading Street thought the ELA Steering Committee, e-mails, and PD's at the ISD and out in the local districts.	**Graduation Rate:** Ingham ISD service area 4-year graduation rate is 73%, the statewide average is 79%. Goal: *Exceed the statewide average for graduation rate.*
2.0 Collaboration: We currently have 10 districts that are using Go Math as some level. It will be integral to have the districts collaborating through: • Coaches • Networks • Learning/linking walks • PD at the ISD Go Math job-embedded PD through Project Practice also allows teachers to collaborate with each other through observations and planning time. 2.1 **Communication**: We will continue to communicate best practices with Go Math through the Go Math weebly web site, coaches network e-mails, and PD's at the ISD and out in the local districts.	**Math** The 2015 4th grade NAEP math scores ranked Michigan at 41st. 3rd grade M-Step scores decreased by 4% from 2014-2015 and 2015-2016 with 49% of students proficient. Goal: *Improve number of students proficient on the math M-Step by 5%.* **Graduation Rate:** Ingham ISD service area 4-year graduation rate is 73%, the statewide average is 79%. Goal: *Exceed the statewide average for graduation rate.*

MY MEASURES	
What will indicate success?	**Due**
Literacy	
1a. Increase in students proficient in ELA according to the M-STEP Assessment Scores	6/2018
1b. Growth in benchmark assessment scores	6/2018
1c.Decrease of students on Reading Improvement Plans over the next two years	6/2018
Math	
2a. Number of teachers using Go Math with fidelity as measured through the Go Math checklist	6/2018
2b. Number of PD sessions offered at local districts and the ISD	6/2018
2c. Growth in benchmark assessment scores	6/2018
2d. Growth in M-STEP assessment scores	6/2018

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