



District Improvement Plan

Bangor Public Schools (Van Buren)

Lynn Johnson
801 West Arlington St
Bangor, MI 49013-1108

TABLE OF CONTENTS

Introduction 1

Improvement Plan Stakeholder Involvement

Introduction 3

Improvement Planning Process 4

5 Year District Improvement Plan: 2019-2024

Overview 6

Goals Summary 7

 Goal 1: Literacy: All students in the Bangor Public Schools will increase their reading proficiency. 8

 Goal 2: Math. All students at Bangor Public Schools will increase their math proficiency 12

 Goal 3: Increase communication and stakeholder engagement. 14

 Goal 4: Improve the learning environment and culture for all buildings in the district. 15

 Goal 5: Create diverse learning environments to meet the needs of and interests of all students Pre-K -12 17

 Goal 6: Create processes and procedures to address district-wide systems 19

Activity Summary by Funding Source 22

Activity Summary by School 30

Introduction

The District Improvement Plan (DIP) has been designed to provide schools and districts with a common planning template that addresses student learning and system needs that have been identified through the schools' Comprehensive Needs Assessment.

Improvement Plan Stakeholder Involvement

Introduction

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.

Improvement Planning Process

Improvement Planning Process

Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.

Once a month the District Content Leadership Team meet to discuss various matters regarding the district policies. The members of this group are the district content leaders for each core subject, district chair of the parent involvement committee, building level administrators, members of the school board, and our superintendent. Meetings are typically held on Monday after school releases for the day. Parents are invited to attend school improvement meetings at each building and their responses to a district parent survey are used in creation of our individual building plans as well as the district plan.

Specifically in regards to Parent Involvement, parents are requested from the PTO and the meetings are open to any parents that are interested in attending. There is one paid position for a parent. We meet in the evenings prior to board meetings to accommodate work schedules and increase attendance of parents and board members. All meetings open to the public, sharing curriculum duties throughout district to involve more teachers, p.d. with focus on collaboration.

Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.

The parent involvement group consists of teachers, counselors, administrators, parents and board members. All members work together to determine our focus point and the process that we will utilize to achieve that goal. Together we provide feedback and refine our process and goals.

District core content (in addition to the technology department) leaders meet with the building content leaders to assure that their individual building plans, in addition to the district plan, is being followed.

Building content leaders meet with teachers of their subject area to assure that the goals written in the school improvement plan are being followed and the necessary steps are being taken to achieve the gains written in the plan.

Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.

The final product is posted on the district website. The finished product is shared at department and building level meetings. More attention needs to be made on a regular schedule to determine whether our methods are getting us closer to meeting our goals.

5 Year District Improvement Plan: 2019-2024

Overview

Plan Name

5 Year District Improvement Plan: 2019-2024

Plan Description

Strategic plan aligned DIP.

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	Literacy: All students in the Bangor Public Schools will increase their reading proficiency.	Objectives: 1 Strategies: 4 Activities: 12	Organizational	\$0
2	Math. All students at Bangor Public Schools will increase their math proficiency	Objectives: 1 Strategies: 2 Activities: 5	Academic	\$1300
3	Increase communication and stakeholder engagement.	Objectives: 1 Strategies: 1 Activities: 5	Organizational	\$0
4	Improve the learning environment and culture for all buildings in the district.	Objectives: 1 Strategies: 2 Activities: 6	Organizational	\$0
5	Create diverse learning environments to meet the needs of and interests of all students Pre-K -12	Objectives: 1 Strategies: 3 Activities: 8	Organizational	\$0
6	Create processes and procedures to address district-wide systems	Objectives: 1 Strategies: 3 Activities: 6	Organizational	\$0

Goal 1: Literacy: All students in the Bangor Public Schools will increase their reading proficiency.

Measurable Objective 1:

Increase student growth by 50% in reading as measured by the State of Michigan Assessment. The goal will be to improve by 15% per year per grade level. by 06/14/2024 as measured by state and local assessments.

Strategy 1:

Intervention for At-Risk Students - Intervention for At-Risk Students - Staff will ensure the implementation of intervention programs at the elementary and Middle school (K-8) level as well as continued implementation of a credit recovery program for secondary students. Additional reading materials and math supports will be introduced to support literacy and math.

Category: English/Language Arts

Research Cited: Research Cited: Hughs, Charles, and Dexter, Douglas. "Field Studies of RTI Programs" NASDSE website at www.nasdse.org

Tier: Tier 2

District Improvement Plan

Bangor Public Schools (Van Buren)

Activity - MTSS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will each create a Multi-Tiered System of Support using district identified essential standards. Schools: All Schools	Academic Support Program	Tier 1	Implement	09/03/2019	06/07/2024	\$0	Title I Part A	Building Principals and Curriculum Director
Activity - Additional Supports/Paraprofessionals	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building. Schools: South Walnut Elementary School, Bangor Middle School, Bangor Middle School, Bangor High School, Bangor Career Academy	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Title I Part A	Building principals and teachers
Activity - Reading Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide additional high-interest reading materials for students to help engage students in reading. Schools: All Schools	Academic Support Program	Tier 1	Implement	09/03/2019	06/10/2022	\$0	Title I Part A	Building principals, teachers

Strategy 2:

PLC's - Teachers will collaborate to reach a common understanding of the grade level CCSS, create curriculum maps w/embedded essential learning standards, participate in vertical alignment team conversations to align the writing curriculum for grades K-12 and utilize PLCs to monitor instruction that will improve the achievement of all students.

Category: English/Language Arts

Research Cited: Buffum, Mattos, Weber. (2012). Simplifying Response to Intervention: Four Essential Buiding Principals

DuFour, Richard, et al. (2004)"Whatever it takes: How professional learning communities respond when kids don't learn."

Tier: Tier 1

Activity - PLC Early Release	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
------------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Bangor Public Schools (Van Buren)

The district will provide embedded time for teachers to collaborate to analyze student-level data. Teams will meet as grade levels and as vertical alignment teams to help ensure all students are showing adequate growth. To reach this activity, the District will be implementing PLC early release time of 2 hours once per month for the first semester, and twice per month beginning second semester of the 2019-2020 school year. Schools: All Schools	Teacher Collaboration	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Section 31a	Building Principals
Activity - ELA Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will complete professional learning that leads to a deep understanding of the MI ELA Standards for reading, including: a gap analysis of current practice, the progression of the standards across grade levels, and cross-curricular applications. Schools: All Schools	Professional Learning	Tier 1		09/03/2019	06/14/2024	\$0	Title II Part A	Curriculum Director, Curriculum Committee, Building Principals
Activity - DuFour's Questions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All teachers will engage in Collaborative Learning Time during the district designated dates. For the 2019-20 school year, teachers will shift to answering DuFour's questions, "How will we know students have learned it?". Teachers will use Collaborative Learning Time to determine and analyze the evidence they need to collect in order to know how well a student is attaining the standards. Schools: All Schools	Professional Learning	Tier 1		09/03/2019	06/14/2024	\$0	Section 31a	Building Principals, Curriculum Director, Department Heads

Strategy 3:

Special Populations Support - Supports for our Special Populations: English Language Learners, Migrant, Homeless, Foster Care, Students with Disabilities, Black or African American, and Economically Disadvantaged students will receive targeted supports.

Category: English/Language Arts

Research Cited: Research Cited: Betty Garner's Getting to Got It; Marzano's Classroom Instruction That Works, National Implementation of RtI, J.Van de Walle's Teaching Developmentally

Tier: Tier 1

District Improvement Plan

Bangor Public Schools (Van Buren)

Activity - Small Group Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Special population students will receive targeted small group instruction based on the identified needs as analyzed from local benchmarking assessments including the NWEA MAP Growth, MAP Skills, and MAP Fluency, as well as locally created formative assessments that align with district essential standards. Early Warning Intervention and Monitoring System will help guide and direct the support for these "At-Risk" students.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 1	Implement	09/02/2019	06/14/2024	\$0	Other	Migrant/Special Populations Director, Curriculum Director, Building Principals
Activity - Paraprofessional Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Paraprofessionals will push into classrooms to provide additional Tier 2 supports to our migrant, ELL, and at-risk populations. At least one para will be dedicated to migrant and one to English Language Learners.</p> <p>Schools: All Schools</p>	Academic Support Program	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title I Part C	Title IC, Title III, and Title IA where appropriate . Migrant Director, Building Principals.
Activity - Access to Resources	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>We will provide necessary academic supplies for our migrant and ELL populations to ensure they have the tools to be successful in school. This includes academic tools as well as transportation to and from events, school, social services, and health services.</p> <p>Schools: All Schools</p>	Materials	Tier 1	Monitor	09/03/2019	06/16/2023	\$0	Title I Part C	Title IC and Title III when appropriate . Migrant Director, Building Principals
Activity - Migrant and ELL Teacher	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Bangor Public Schools (Van Buren)

The district will have a highly qualified teacher providing additional academic supports built into the MTSS system to help migrant and ELL students who are in need of academic intervention. The first focus will be literacy, but all subject areas will be supported.		Academic Support Program	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title I Part C	Title IC and General Fund (Title III if funds available): Migrant Director and Principals
Schools: All Schools									
Activity - Additional Support Personnel		Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Maintain additional staff to provide services to migrant and ELL students and their families to help them find success in coursework. Key personnel include a migrant recruiter/data entry staff, a migrant services coordinator. These supports will allow instructional staff to focus on improving academic outcomes, particularly reading/literacy.		Recruitment and Retention, Parent Involvement	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title I Part C	Superintendent, Director of Federal Programs, Migrant Coordinator
Schools: All Schools									

Strategy 4:

Professional Development - Improving the quality of instruction is the best way to increase student achievement. The district is focusing on quality, sustained professional development to help increase our teacher effectiveness.

Category: English/Language Arts

Research Cited: Quality of instruction has a strong impact on student learning (Brophy & Good, 1986; Stigler & Heister, 1999).

Tier: Tier 1

Activity - Literacy Coach	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Coach will work directly with teachers providing classroombased demonstrations, collaborative and one-on-one support, and facilitating related professional development. The Coach will focus on enhancing teachers' ability to provide instruction that builds students' sense of engagement in the ownership of learning. The Coach will also work with administrators and teachers to collect and analyze data, interpret, and use it to guide instructional decisions.	Professional Learning	Tier 1	Monitor	09/04/2018	06/09/2023	\$0	Title I Part A	Curriculum Director
Schools: South Walnut Elementary School, Bangor Middle School								

Goal 2: Math. All students at Bangor Public Schools will increase their math proficiency**Measurable Objective 1:**

District Improvement Plan

Bangor Public Schools (Van Buren)

50% of All Students will demonstrate a proficiency in mathematics with a goal of 15% increase for each year beginning 2019-2020 in Mathematics by 06/14/2024 as measured by state assessments .

Strategy 1:

Alignment of Math Delivery - Teachers will collaborate to reach a common understanding of the grade level MI Math Standards, create curriculum maps with embedded essential standards, participate in vertical alignment team conversations to align the math curriculum K-12 and utilize PLCs to monitor MI Math Standards instruction that will improve the achievement of all students. Beginning in the fall of 2019, PLC early release time will be given to staff for this work. The goal is to offer early release 2 hours once per month in semester 1 and increase to 2 times per month in semester 2.

Category: Mathematics

Research Cited: Marzano, Heflebower, Simms, Warrick, Yanoski, Hoegh. (2013) Using CCS to Enhance Classroom Instruction & Assessment.

Tier: Tier 1

Activity - Math Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will complete internal and external professional development that leads to a deep understanding of the mathematics MI Math Standards, including a gap analysis of current practice, the progression of the standards across grade levels, and cross-curricular application as well as ResearchBased Instructional Practices and Student Engagement Strategies to improve instructional outcomes for all students. The goal is to hire a math coach. Schools: All Schools	Professional Learning	Tier 1	Implement	09/03/2019	06/14/2024	\$0	Title II Part A	Curriculum Director, Building Principals, Department Heads.
Activity - PLC Collaboration	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
PLCs will meet 2 to 3 times per month to create common assessments, look at the Essential Learning Target data for ALL students in the grade level to meet the individual teaching and learning needs of all students. Grade level, building, district teams will reflect on the effectiveness of their professional practice in mathematics instruction through PLCs, vertical teams, and district-wide math curriculum teams. The goal is to also add 2 additional hours per month of PLC work time through early release 1 day per month in the first semester and extended to 2 times per month in the second semester. Schools: All Schools	Teacher Collaboration	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	General Fund	Curriculum Director, Building Principals, Department Heads

Strategy 2:

Interventions - Using data to inform teachers, the district will create a K-12 intervention system using the Essential Standards as identified by MTSS training that is ongoing. This system will support our at-risk, ELL, migrant, economically disadvantaged, and homeless students in need of academic support. Along with academic support, we will provide home/basic needs support for our special populations. Category: Mathematics

District Improvement Plan

Bangor Public Schools (Van Buren)

Research Cited: Davenport and Anderson, Ed.D. (2002). Closing the Achievement Gap; No Excuses

Tier: Tier 2

Activity - Data Driven Instruction	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Buildings will use data garnered from local and districtwide assessments to provide targeted instruction to students who need support beyond tier 1 instruction. Schools: All Schools	Academic Support Program	Tier 2	Implement	09/03/2019	06/14/2024	\$1300	Title I Part A	Building Principals, Department Heads
Activity - Additional Supports/Paraprofessionals	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building. Schools: All Schools	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Title I Part A	Building principals and teachers
Activity - Seminar Courses	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement daily 30 minute courses for students identified as needing Tier II interventions in the secondary schools. Students will be identified by formative assessments based on the identified essential standards. The groups will rotate monthly as students are reassessed. Schools: Bangor Middle School, Bangor High School	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Title I Part A	Building principals, teachers

Goal 3: Increase communication and stakeholder engagement.

Measurable Objective 1: collaborate to increase communication and stakeholder engagement. by 06/14/2024 as measured by parent and community surveys.

Strategy 1:

Activities for Stakeholders - Staff will utilize resources to implement activities for all stakeholders.

Category: School Culture

Tier: Tier 1

District Improvement Plan

Bangor Public Schools (Van Buren)

Activity - Student Representation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will create a student leadership team and identify a student to sit as a non-voting member of the school board. Schools: All Schools	Community Engagement	Tier 1		07/01/2019	06/14/2024	\$0	No Funding Required	Building Principals, Superintendent
Activity - Build more external/community partnerships	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create easy access to district information. Staff will reach out to businesses, community groups, and parents to share information and invite to collaborate with the school district. Increase use of District Web page, Social Media Accounts, (Building, Grade Level and District Newsletters). Create both a District and Building level Parent/Community Engagement Calendar to inform all stakeholders of what is not only happening within the District, but to solicit engagement and volunteerism. Schools: All Schools	Community Engagement	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Building Principals, Teacher Leaders, Superintendent
Activity - Informing the Public	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will survey the community about what they know about school operation and funding. The district will then create a "facts" newsletter to inform the public and create a "Did You Know" campaign to educate the community about funding, budgets, and school operation. The District has improved the web site, added a messenger app for all stakeholders and will utilize local print media to share this information. Schools: All Schools	Community Engagement	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	General Fund	Superintendent, Building Administrators, Media/Marketing Specialist
Activity - Increase ISD Support/Collaboration	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Invite the ISD board to hold a meeting at Bangor, showcase Bangor programs, and present the ISD with a plan for increased partnering opportunities. Schools: All Schools	Other	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Superintendent
Activity - Migrant Recruiter	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

District Improvement Plan

Bangor Public Schools (Van Buren)

We will have a migrant recruiter work with our migrant students to meet the non-instructional needs of our student population. They will also work with migrant families when appropriate. Schools: All Schools	Recruitment and Retention	Tier 1	Monitor	09/03/2019	06/16/2023	\$0	Title I Part C	Migrant Director
--	---------------------------	--------	---------	------------	------------	-----	----------------	------------------

Goal 4: Improve the learning environment and culture for all buildings in the district.**Measurable Objective 1:**

demonstrate a behavior of improved culture, accountability, and trust between all stakeholders. by 06/14/2024 as measured by staff, student, and community surveys..

Strategy 1:

Target School Culture for Improvement - The district leadership will identify areas of school culture that need to be addressed after analyzing staff, student, parent, and community surveys.

Category: School Culture

Tier: Tier 1

Activity - Accountability	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will create and implement accountability measures and strive to build capacity across the district. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Superintendent, District Leadership Team
Activity - School Pride	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will identify and/or create a school pride program that has engagement levels for all participants. The year will end with a culminating experience and celebration. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	General Fund	Superintendent, District Leadership Team
Activity - PBIS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Buildings will create a Positive Behavior Intervention System that includes consistent discipline and training of non-punitive interventions. Schools: All Schools	Behavioral Support Program	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	General Fund	Building Principals

District Improvement Plan

Bangor Public Schools (Van Buren)

Activity - Staff & Student Recognition	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will create a committee of staff & students to determine methods of recognition and appreciation. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Building Principals, Superintendent
Activity - Internal Communication	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will create a committee to determine the best methods of internal communication. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	No Funding Required	Superintendent, Building Principals

Strategy 2:

Building Alignment - We will evaluate the current administrative structures in the buildings. By creating a more cohesive team, communication can be better disseminated, decisions made more efficiently, and we can make the best use of staffing to relieve workloads. By addressing these needs, the culture will improve.

Category: School Culture

Research Cited: Liddicoat, A.J., Scarino, A. & Kohler, M. Curric Perspect (2018). The impact of school structures and cultures on change in teaching and learning: the case of languages. 38: 3. <https://doi.org/10.1007/s41297-017-0021-y>

Tier: Tier 1

Activity - Middle/High School Restructure	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
As the district restructures the Administrative roles for the 2019-2020 school year, the high school and middle school are planning to combine into 1 building as a Jr/Sr High Building. The goal is to operate with 1 Principal, 1 Assistant Principal-Behavior Specialist, and 1 Assistant Principal-Instructional Services person. The Instructional Services Administrator will work directly with the curriculum director developing and monitoring PLC, MTSS, School Improvement, Assessment Support, monitoring of the Student Academic Progress (EWIMS) as part of their duties and responsibilities. Schools: Bangor Middle School, Bangor High School	Policy and Process	Tier 1		09/03/2019	06/12/2020	\$0	No Funding Required	Superintendent

Goal 5: Create diverse learning environments to meet the needs of and interests of all students Pre-K -12

Measurable Objective 1:

District Improvement Plan

Bangor Public Schools (Van Buren)

collaborate to build and maintain diverse learning environments by 06/14/2024 as measured by the number of new learning opportunities offered to students and the growth of existing programs.

Strategy 1:

New Offerings - The district will work to create new academic and high-interest programs.

Category: Elective Courses

Tier: Tier 1

Activity - Academic Clubs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will research the needs and interests of our student population. Potential academic clubs will be identified and students will be surveyed to measure interest. Schools: All Schools	Extra Curricular	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	General Fund	Building principals
Activity - Course review	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will create a districtwide elective and course catalog. Using this document, buildings will determine gaps in offerings based on a student interest survey. Schools: All Schools	Curriculum Development	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Building Principals and Curriculum Director
Activity - Program Promotion	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will increase the marketing of new programs to attract school-of-choice students to the district. District will pursue Shared Time programs with Non Public Schools and also work to serve the Home Schooled population with noncore electives. Schools: All Schools	Recruitment and Retention	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	General Fund	Superintendent, Media Specialist

Strategy 2:

Classroom Technology - Each building will work to increase the effectiveness of current technology in the classrooms and identify new technology that could benefit our students. Technology will develop both short term (1-2 year) and long term (3-5) goals and Strategic Plan for Technology upgrades and improvements. Category: Technology

Tier: Tier 1

Activity - Effective Tech	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
---------------------------	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Bangor Public Schools (Van Buren)

PLC's will analyze current technology in the classroom and use data to analyze its effectiveness. PLCs will report the findings to the building principals and Curriculum Director. Schools: All Schools	Technology	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Department Heads, Building Principals, Curriculum Director
Activity - Tech PD	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Professional learning needs will be determined by PLCs working collaboratively with the School Improvement Teams. Multiple opportunities for professional learning will take place in a variety of settings and times including "Lunch and Learn", after school, and job-embedded offerings. Schools: All Schools	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	General Fund	PLCs, School Improvement Teams, Curriculum Director
Activity - New Instructional Tech	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New technology needs will be identified by PLCs and School Improvement teams after analyzing the effectiveness of current instructional technology. A districtwide priority list will be made according to the highest needs and the curriculum review cycle. Schools: All Schools	Technology	Tier 1		09/03/2019	06/14/2024	\$0	No Funding Required	PLCs, School Improvement Teams, Tech Director
Activity - Flexible Seating/Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create flexible seating and learning environments to order to increase student engagement. This will look different for different learning environments. At South Walnut, we are creating Daily 5 flexible seating for literacy intervention, at the MS and HS, we want to create flexible reading environments as well as STEM spaces that allow for creativity and exploration. Schools: All Schools	Materials	Tier 1	Implement	09/03/2019	06/16/2023	\$0	Title I Part A	Superintendent, Building Principals, Teacher Leadership Teams Funding will come from multiple sources.

Strategy 3:

Implement STEM Academy at Elementary Level - Within the next 2 school years provide 1 grade level STEM Academy for grades 1-4. Program will include Robotics, Coding, VR/AR while also increasing Math and Science proficiency.

Category: Technology

SY 2018-2019

District Improvement Plan

Bangor Public Schools (Van Buren)

Tier: Tier 1

Activity - STEM Academy	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create 1 Class at the Elementary Building that students are focused on STEM and College/Career Readiness. Schools: South Walnut Elementary School	Technology	Tier 1	Getting Ready	09/03/2019	06/04/2021	\$0	General Fund	Curriculum Director, Building Principal

Goal 6: Create processes and procedures to address district-wide systems**Measurable Objective 1:**

collaborate to create and implement district-wide processes and procedures by 06/14/2024 as measured by a complete district procedure manual.

Strategy 1:

Maintenance Cycles - The district will develop a districtwide maintenance/replacement cycle. Category:

Other - Operations

Tier: Tier 1

Activity - Criteria List	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop a criterion and cost estimate list based on previous repairs and replacements. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	No Funding Required	Maintenance Director, Superintendent
Activity - District Needs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assess district needs based on priorities and then develop a budget inclusive of all identified district needs. Schools: All Schools	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	No Funding Required	Maintenance Director, Superintendent, Business Manager
Activity - Sinking Fund	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Educate the public on determined operational needs of the district and move to create a site-sinking fund to support the maintenance/replacement cycle. Schools: All Schools	Other - Operational	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	No Funding Required	Superintendent, Maintenance Director, Business

District Improvement Plan

Bangor Public Schools (Van Buren)

								Manager
--	--	--	--	--	--	--	--	---------

Strategy 2:

Technology Cycle - The district will create a technology review, purchase/disposal cycle, and process.

Category: Technology

Tier: Tier 1

Activity - Assess Current Tech	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assess current technology inventory, review of staff/student usage, and curriculum needs to determine needs. Schools: All Schools	Technology	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	No Funding Required	Tech Director, Building Principals, Department Heads
Activity - Tech Process	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Use the bid process to determine life expectancy of technology and create the process for removal or repurposing. Adopt a cycle and educate stakeholders. Schools: All Schools	Technology	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	No Funding Required	Tech Director

Strategy 3:

Title Alignment - By better utilizing our Title funds and aligning the spending to district goals, we can better improve the academic success of our students.

Category: Other - Title

Research Cited: Chambers, J. G., Brown, J. R., Levin, J., Jubb, S., Harper, D., Tolleson, R., & Manship, K. (2010). Strategic School Funding for Improved Student Achievement. School Business Affairs, 76(2), 8-11.

Tier: Tier 1

Activity - Director of Federal Funding	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
--	---------------	------	-------	------------	----------	-------------------	-------------------	-------------------

District Improvement Plan

Bangor Public Schools (Van Buren)

The Title Director will work to ensure not only state and federal compliance but funding alignment to the district goals and needs. The Director will stay up-to-date on changing regulations by attending workshops and training.	Policy and Process	Tier 1	Monitor	09/03/2019	06/09/2023	\$0	Title I Part A	Superintendent
Schools: All Schools								

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Informing the Public	The district will survey the community about what they know about school operation and funding. The district will then create a "facts" newsletter to inform the public and create a "Did You Know" campaign to educate the community about funding, budgets, and school operation. The District has improved the web site, added a messenger app for all stakeholders and will utilize local print media to share this information.	Community Engagement	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Superintendent, Building Administrators, Media/Marketing Specialist
STEM Academy	Create 1 Class at the Elementary Building that students are focused on STEM and College/Career Readiness.	Technology	Tier 1	Getting Ready	09/03/2019	06/04/2021	\$0	Curriculum Director, Building Principal
Tech PD	Professional learning needs will be determined by PLCs working collaboratively with the School Improvement Teams. Multiple opportunities for professional learning will take place in a variety of settings and times including "Lunch and Learn", after school, and job-embedded offerings.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	PLCs, School Improvement Teams, Curriculum Director
School Pride	Staff will identify and/or create a school pride program that has engagement levels for all participants. The year will end with a culminating experience and celebration.	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Superintendent, District Leadership Team
Academic Clubs	Staff will research the needs and interests of our student population. Potential academic clubs will	Extra Curricular	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Building principals

District Improvement Plan

Bangor Public Schools (Van Buren)

	be identified and students will be surveyed to measure interest.							
PLC Collaboration	PLCs will meet 2 to 3 times per month to create common assessments, look at the Essential Learning Target data for ALL students in the grade level to meet the individual teaching and learning needs of all students. Grade level, building, district teams will reflect on the effectiveness of their professional practice in mathematics instruction through PLCs, vertical teams, and district-wide math curriculum teams. The goal is to also add 2 additional hours per month of PLC work time through early release 1 day per month in the first semester and extended to 2 times per month in the second semester.	Teacher Collaboration	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Curriculum Director, Building Principals, Department Heads
Program Promotion	The district will increase the marketing of new programs to attract school-of-choice students to the district. District will pursue Shared Time programs with Non Public Schools and also work to serve the Home Schooled population with noncore electives.	Recruitment and Retention	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Superintendent, Media Specialist
PBIS	Buildings will create a Positive Behavior Intervention System that includes consistent discipline and training of non-punitive interventions.	Behavioral Support Program	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Building Principals

Title I Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
MTSS	Schools will each create a Multi-Tiered System of Support using district identified essential standards.	Academic Support Program	Tier 1	Implement	09/03/2019	06/07/2024	\$0	Building Principals and Curriculum Director
Data Driven Instruction	Buildings will use data garnered from local and districtwide assessments to provide targeted instruction to students who need support beyond tier 1 instruction.	Academic Support Program	Tier 2	Implement	09/03/2019	06/14/2024	\$1300	Building Principals, Department Heads

District Improvement Plan

Bangor Public Schools (Van Buren)

Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers
Reading Resources	Provide additional high-interest reading materials for students to help engage students in reading.	Academic Support Program	Tier 1	Implement	09/03/2019	06/10/2022	\$0	Building principals, teachers
Seminar Courses	Implement daily 30 minute courses for students identified as needing Tier II interventions in the secondary schools. Students will be identified by formative assessments based on the identified essential standards. The groups will rotate monthly as students are reassessed.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Building principals, teachers
Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers
Literacy Coach	The Coach will work directly with teachers providing classroom-based demonstrations, collaborative and one-on-one support, and facilitating related professional development. The Coach will focus on enhancing teachers' ability to provide instruction that builds students' sense of engagement in the ownership of learning. The Coach will also work with administrators and teachers to collect and analyze data, interpret, and use it to guide instructional decisions.	Professional Learning	Tier 1	Monitor	09/04/2018	06/09/2023	\$0	Curriculum Director
Director of Federal Funding	The Title Director will work to ensure not only state and federal compliance but funding alignment to the district goals and needs. The Director will stay up-to-date on changing regulations by attending workshops and training.	Policy and Process	Tier 1	Monitor	09/03/2019	06/09/2023	\$0	Superintendent

District Improvement Plan

Bangor Public Schools (Van Buren)

Flexible Seating/Learning	Create flexible seating and learning environments to order to increase student engagement. This will look different for different learning environments. At South Walnut, we are creating Daily 5 flexible seating for literacy intervention, at the MS and HS, we want to create flexible reading environments as well as STEM spaces that allow for creativity and exploration.	Materials	Tier 1	Implement	09/03/2019	06/16/2023	\$0	Superintendent, Building Principals, Teacher Leadership Teams Funding will come from multiple sources.
---------------------------	---	-----------	--------	-----------	------------	------------	-----	---

Title II Part A

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Professional Development	Teachers will complete internal and external professional development that leads to a deep understanding of the mathematics MI Math Standards, including a gap analysis of current practice, the progression of the standards across grade levels, and cross-curricular application as well as Research-Based Instructional Practices and Student Engagement Strategies to improve instructional outcomes for all students. The goal is to hire a math coach.	Professional Learning	Tier 1	Implement	09/03/2019	06/14/2024	\$0	Curriculum Director, Building Principals, Department Heads.
ELA Professional Development	Teachers will complete professional learning that leads to a deep understanding of the MI ELA Standards for reading, including: a gap analysis of current practice, the progression of the standards across grade levels, and crosscurricular applications.	Professional Learning	Tier 1		09/03/2019	06/14/2024	\$0	Curriculum Director, Curriculum Committee, Building Principals

Section 31a

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
DuFour's Questions	All teachers will engage in Collaborative Learning Time during the district designated dates. For the 2019-20 school year, teachers will shift to answering DuFour's questions, "How will we know students have learned it?". Teachers will use Collaborative Learning Time to determine and analyze the evidence they need to collect in order	Professional Learning	Tier 1		09/03/2019	06/14/2024	\$0	Building Principals, Curriculum Director, Department Heads

District Improvement Plan

Bangor Public Schools (Van Buren)

	to know how well a student is attaining the standards.							
PLC Early Release	The district will provide embedded time for teachers to collaborate to analyze student-level data. Teams will meet as grade levels and as vertical alignment teams to help ensure all students are showing adequate growth. To reach this activity, the District will be implementing PLC early release time of 2 hours once per month for the first semester, and twice per month beginning second semester of the 2019-2020 school year.	Teacher Collaboration	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Building Principals

No Funding Required

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Effective Tech	PLC's will analyze current technology in the classroom and use data to analyze its effectiveness. PLCs will report the findings to the building principals and Curriculum Director.	Technology	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Department Heads, Building Principals, Curriculum Director
Build more external/community partnerships	Create easy access to district information. Staff will reach out to businesses, community groups, and parents to share information and invite to collaborate with the school district. Increase use of District Web page, Social Media Accounts, (Building, Grade Level and District Newsletters). Create both a District and Building level Parent/Community Engagement Calendar to inform all stakeholders of what is not only happening within the District, but to solicit engagement and volunteerism.	Community Engagement	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Building Principals, Teacher Leaders, Superintendent
Student Representation	Staff will create a student leadership team and identify a student to sit as a non-voting member of the school board.	Community Engagement	Tier 1		07/01/2019	06/14/2024	\$0	Building Principals, Superintendent

District Improvement Plan

Bangor Public Schools (Van Buren)

Criteria List	Develop a criterion and cost estimate list based on previous repairs and replacements.	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Maintenance Director, Superintendent
Increase ISD Support/Collaboration	Invite the ISD board to hold a meeting at Bangor, showcase Bangor programs, and present the ISD with a plan for increased partnering opportunities.	Other	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Superintendent
District Needs	Assess district needs based on priorities and then develop a budget inclusive of all identified district needs.	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Maintenance Director, Superintendent, Business Manager
Assess Current Tech	Assess current technology inventory, review of staff/student usage, and curriculum needs to determine needs.	Technology	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Tech Director, Building Principals, Department Heads
Accountability	The district will create and implement accountability measures and strive to build capacity across the district.	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Superintendent, District Leadership Team
New Instructional Tech	New technology needs will be identified by PLCs and School Improvement teams after analyzing the effectiveness of current instructional technology. A districtwide priority list will be made according to the highest needs and the curriculum review cycle.	Technology	Tier 1		09/03/2019	06/14/2024	\$0	PLCs, School Improvement Teams, Tech Director
Staff & Student Recognition	The district will create a committee of staff & students to determine methods of recognition and appreciation.	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Building Principals, Superintendent
Tech Process	Use the bid process to determine life expectancy of technology and create the process for removal or repurposing. Adopt a cycle and educate stakeholders.	Technology	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Tech Director

District Improvement Plan

Bangor Public Schools (Van Buren)

Sinking Fund	Educate the public on determined operational needs of the district and move to create a sitesinking fund to support the maintenance/replacement cycle.	Other - Operational	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Superintendent, Maintenance Director, Business Manager
Middle/High School Restructure	As the district restructures the Administrative roles for the 2019-2020 school year, the high school and middle school are planning to combine into 1 building as a Jr/Sr High Building. The goal is to operate with 1 Principal, 1 Assistant PrincipalBehavior Specialist, and 1 Assistant PrincipalInstructional Services person. The Instructional Services Administrator will work directly with the curriculum director developing and monitoring PLC, MTSS, School Improvement, Assessment Support, monitoring of the Student Academic Progress (EWIMS) as part of their duties and responsibilities.	Policy and Process	Tier 1		09/03/2019	06/12/2020	\$0	Superintendent
Internal Communication	The district will create a committee to determine the best methods of internal communication.	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Superintendent, Building Principals
Course review	The district will create a districtwide elective and course catalog. Using this document, buildings will determine gaps in offerings based on a student interest survey.	Curriculum Development	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Building Principals and Curriculum Director

Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Small Group Instruction	Special population students will receive targeted small group instruction based on the identified needs as analyzed from local benchmarking assessments including the NWEA MAP Growth, MAP Skills, and MAP Fluency, as well as locally created formative assessments that align with district essential standards. Early Warning Intervention and Monitoring System will help guide and direct the support for these "At-Risk" students.	Academic Support Program	Tier 1	Implement	09/02/2019	06/14/2024	\$0	Migrant/Special Populations Director, Curriculum Director, Building Principals

Title I Part C

District Improvement Plan

Bangor Public Schools (Van Buren)

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Paraprofessional Support	Paraprofessionals will push into classrooms to provide additional Tier 2 supports to our migrant, ELL, and at-risk populations. At least one para will be dedicated to migrant and one to English Language Learners.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title IC, Title III, and Title IA where appropriate . Migrant Director, Building Principals.
Access to Resources	We will provide necessary academic supplies for our migrant and ELL populations to ensure they have the tools to be successful in school. This includes academic tools as well as transportation to and from events, school, social services, and health services.	Materials	Tier 1	Monitor	09/03/2019	06/16/2023	\$0	Title IC and Title III when appropriate . Migrant Director, Building Principals
Additional Support Personnel	Maintain additional staff to provide services to migrant and ELL students and their families to help them find success in coursework. Key personnel include a migrant recruiter/data entry staff, a migrant services coordinator. These supports will allow instructional staff to focus on improving academic outcomes, particularly reading/literacy.	Recruitment and Retention, Parent Involvement	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Superintendent, Director of Federal Programs, Migrant Coordinator
Migrant Recruiter	We will have a migrant recruiter work with our migrant students to meet the non-instructional needs of our student population. They will also work with migrant families when appropriate.	Recruitment and Retention	Tier 1	Monitor	09/03/2019	06/16/2023	\$0	Migrant Director
Migrant and ELL Teacher	The district will have a highly qualified teacher providing additional academic supports built into the MTSS system to help migrant and ELL students who are in need of academic intervention. The first focus will be literacy, but all subject areas will be supported.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title IC and General Fund (Title III if funds available): Migrant Director and Principals

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
MTSS	Schools will each create a Multi-Tiered System of Support using district identified essential standards.	Academic Support Program	Tier 1	Implement	09/03/2019	06/07/2024	\$0	Building Principals and Curriculum Director
PLC Early Release	The district will provide embedded time for teachers to collaborate to analyze student-level data. Teams will meet as grade levels and as vertical alignment teams to help ensure all students are showing adequate growth. To reach this activity, the District will be implementing PLC early release time of 2 hours once per month for the first semester, and twice per month beginning second semester of the 2019-2020 school year.	Teacher Collaboration	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Building Principals
ELA Professional Development	Teachers will complete professional learning that leads to a deep understanding of the MI ELA Standards for reading, including: a gap analysis of current practice, the progression of the standards across grade levels, and crosscurricular applications.	Professional Learning	Tier 1		09/03/2019	06/14/2024	\$0	Curriculum Director, Curriculum Committee, Building Principals
Small Group Instruction	Special population students will receive targeted small group instruction based on the identified needs as analyzed from local benchmarking assessments including the NWEA MAP Growth, MAP Skills, and MAP Fluency, as well as locally created formative assessments that align with district essential standards. Early Warning Intervention and Monitoring System will help guide and direct the support for these "At-Risk" students.	Academic Support Program	Tier 1	Implement	09/02/2019	06/14/2024	\$0	Migrant/Special Populations Director, Curriculum Director, Building Principals

District Improvement Plan

Bangor Public Schools (Van Buren)

DuFour's Questions	All teachers will engage in Collaborative Learning Time during the district designated dates. For the 2019-20 school year, teachers will shift to answering DuFour's questions, "How will we know students have learned it?". Teachers will use Collaborative Learning Time to determine and analyze the evidence they need to collect in order to know how well a student is attaining the standards.	Professional Learning	Tier 1		09/03/2019	06/14/2024	\$0	Building Principals, Curriculum Director, Department Heads
Math Professional Development	Teachers will complete internal and external professional development that leads to a deep understanding of the mathematics MI Math Standards, including a gap analysis of current practice, the progression of the standards across grade levels, and cross-curricular application as well as Research-Based Instructional Practices and Student Engagement Strategies to improve instructional outcomes for all students. The goal is to hire a math coach.	Professional Learning	Tier 1	Implement	09/03/2019	06/14/2024	\$0	Curriculum Director, Building Principals, Department Heads.
PLC Collaboration	PLCs will meet 2 to 3 times per month to create common assessments, look at the Essential Learning Target data for ALL students in the grade level to meet the individual teaching and learning needs of all students. Grade level, building, district teams will reflect on the effectiveness of their professional practice in mathematics instruction through PLCs, vertical teams, and district-wide math curriculum teams. The goal is to also add 2 additional hours per month of PLC work time through early release 1 day per month in the first semester and extended to 2 times per month in the second semester.	Teacher Collaboration	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Curriculum Director, Building Principals, Department Heads
Student Representation	Staff will create a student leadership team and identify a student to sit as a non-voting member of the school board.	Community Engagement	Tier 1		07/01/2019	06/14/2024	\$0	Building Principals, Superintendent

District Improvement Plan

Bangor Public Schools (Van Buren)

Build more external/community partnerships	Create easy access to district information. Staff will reach out to businesses, community groups, and parents to share information and invite to collaborate with the school district. Increase use of District Web page, Social Media Accounts, (Building, Grade Level and District Newsletters). Create both a District and Building level Parent/Community Engagement Calendar to inform all stakeholders of what is not only happening within the District, but to solicit engagement and volunteerism.	Community Engagement	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Building Principals, Teacher Leaders, Superintendent
Informing the Public	The district will survey the community about what they know about school operation and funding. The district will then create a "facts" newsletter to inform the public and create a "Did You Know" campaign to educate the community about funding, budgets, and school operation. The District has improved the web site, added a messenger app for all stakeholders and will utilize local print media to share this information.	Community Engagement	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Superintendent, Building Administrators, Media/Marketing Specialist
Increase ISD Support/Collaboration	Invite the ISD board to hold a meeting at Bangor, showcase Bangor programs, and present the ISD with a plan for increased partnering opportunities.	Other	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Superintendent
Accountability	The district will create and implement accountability measures and strive to build capacity across the district.	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Superintendent, District Leadership Team
School Pride	Staff will identify and/or create a school pride program that has engagement levels for all participants. The year will end with a culminating experience and celebration.	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Superintendent, District Leadership Team
PBIS	Buildings will create a Positive Behavior Intervention System that includes consistent discipline and training of non-punitive interventions.	Behavioral Support Program	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Building Principals
Staff & Student Recognition	The district will create a committee of staff & students to determine methods of recognition and appreciation.	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Building Principals, Superintendent

District Improvement Plan

Bangor Public Schools (Van Buren)

Internal Communication	The district will create a committee to determine the best methods of internal communication.	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Superintendent, Building Principals
Academic Clubs	Staff will research the needs and interests of our student population. Potential academic clubs will be identified and students will be surveyed to measure interest.	Extra Curricular	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Building principals
Effective Tech	PLC's will analyze current technology in the classroom and use data to analyze its effectiveness. PLCs will report the findings to the building principals and Curriculum Director.	Technology	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Department Heads, Building Principals, Curriculum Director
Tech PD	Professional learning needs will be determined by PLCs working collaboratively with the School Improvement Teams. Multiple opportunities for professional learning will take place in a variety of settings and times including "Lunch and Learn", after school, and job-embedded offerings.	Professional Learning	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	PLCs, School Improvement Teams, Curriculum Director
New Instructional Tech	New technology needs will be identified by PLCs and School Improvement teams after analyzing the effectiveness of current instructional technology. A districtwide priority list will be made according to the highest needs and the curriculum review cycle.	Technology	Tier 1		09/03/2019	06/14/2024	\$0	PLCs, School Improvement Teams, Tech Director
Course review	The district will create a districtwide elective and course catalog. Using this document, buildings will determine gaps in offerings based on a student interest survey.	Curriculum Development	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Building Principals and Curriculum Director
Program Promotion	The district will increase the marketing of new programs to attract school-of-choice students to the district. District will pursue Shared Time programs with Non Public Schools and also work to serve the Home Schooled population with noncore electives.	Recruitment and Retention	Tier 1	Getting Ready	09/03/2019	06/14/2024	\$0	Superintendent, Media Specialist
Criteria List	Develop a criterion and cost estimate list based on previous repairs and replacements.	Policy and Process	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Maintenance Director, Superintendent

District Improvement Plan

Bangor Public Schools (Van Buren)

District Needs	Assess district needs based on priorities and then develop a budget inclusive of all identified district needs.	Policy and Process	Tier 1	Getting Ready	09/03/2019	06/12/2020	\$0	Maintenance Director, Superintendent, Business Manager
Assess Current Tech	Assess current technology inventory, review of staff/student usage, and curriculum needs to determine needs.	Technology	Tier 1	Getting Ready	08/19/2019	06/12/2020	\$0	Tech Director, Building Principals, Department Heads
Tech Process	Use the bid process to determine life expectancy of technology and create the process for removal or repurposing. Adopt a cycle and educate stakeholders.	Technology	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Tech Director
Sinking Fund	Educate the public on determined operational needs of the district and move to create a sinking fund to support the maintenance/replacement cycle.	Other	Tier 1	Getting Ready	09/03/2019	06/11/2021	\$0	Superintendent, Maintenance Director, Business Manager

Data Driven Instruction	Buildings will use data garnered from local and districtwide assessments to provide targeted instruction to students who need support beyond tier 1 instruction.	Academic Support Program	Tier 2	Implement	09/03/2019	06/14/2024	\$1300	Building Principals, Department Heads
Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers
Reading Resources	Provide additional high-interest reading materials for students to help engage students in reading.	Academic Support Program	Tier 1	Implement	09/03/2019	06/10/2022	\$0	Building principals, teachers
Director of Federal Funding	The Title Director will work to ensure not only state and federal compliance but funding alignment to the district goals and needs. The Director will stay up-to-date on changing regulations by attending workshops and training.	Policy and Process	Tier 1	Monitor	09/03/2019	06/09/2023	\$0	Superintendent

District Improvement Plan

Bangor Public Schools (Van Buren)

Paraprofessional Support	Paraprofessionals will push into classrooms to provide additional Tier 2 supports to our migrant, ELL, and at-risk populations. At least one para will be dedicated to migrant and one to English Language Learners.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title IC, Title III, and Title IA where appropriate . Migrant Director, Building Principals.
Access to Resources	We will provide necessary academic supplies for our migrant and ELL populations to ensure they have the tools to be successful in school. This includes academic tools as well as transportation to and from events, school, social services, and health services.	Materials	Tier 1	Monitor	09/03/2019	06/16/2023	\$0	Title IC and Title III when appropriate . Migrant Director, Building Principals
Migrant Recruiter	We will have a migrant recruiter work with our migrant students to meet the non-instructional needs of our student population. They will also work with migrant families when appropriate.	Recruitment and Retention	Tier 1	Monitor	09/03/2019	06/16/2023	\$0	Migrant Director
Migrant and ELL Teacher	The district will have a highly qualified teacher providing additional academic supports built into the MTSS system to help migrant and ELL students who are in need of academic intervention. The first focus will be literacy, but all subject areas will be supported.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Title IC and General Fund (Title III if funds available): Migrant Director and Principals
Flexible Seating/Learning	Create flexible seating and learning environments to order to increase student engagement. This will look different for different learning environments. At South Walnut, we are creating Daily 5 flexible seating for literacy intervention, at the MS and HS, we want to create flexible reading environments as well as STEM spaces that allow for creativity and exploration.	Materials	Tier 1	Implement	09/03/2019	06/16/2023	\$0	Superintendent, Building Principals, Teacher Leadership Teams Funding will come from multiple sources.

District Improvement Plan

Bangor Public Schools (Van Buren)

Additional Support Personnel	Maintain additional staff to provide services to migrant and ELL students and their families to help them find success in coursework. Key personnel include a migrant recruiter/data entry staff, a migrant services coordinator. These supports will allow instructional staff to focus on improving academic outcomes, particularly reading/literacy.	Recruitment and Retention, Parent Involvement	Tier 2	Monitor	09/03/2019	06/16/2023	\$0	Superintendent, Director of Federal Programs, Migrant Coordinator
------------------------------	---	---	--------	---------	------------	------------	-----	---

South Walnut Elementary School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
STEM Academy	Create 1 Class at the Elementary Building that students are focused on STEM and College/Career Readiness.	Technology	Tier 1	Getting Ready	09/03/2019	06/04/2021	\$0	Curriculum Director, Building Principal
Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers
Literacy Coach	The Coach will work directly with teachers providing classroom-based demonstrations, collaborative and one-on-one support, and facilitating related professional development. The Coach will focus on enhancing teachers' ability to provide instruction that builds students' sense of engagement in the ownership of learning. The Coach will also work with administrators and teachers to collect and analyze data, interpret, and use it to guide instructional decisions.	Professional Learning	Tier 1	Monitor	09/04/2018	06/09/2023	\$0	Curriculum Director

Bangor Middle School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers

District Improvement Plan

Bangor Public Schools (Van Buren)

Seminar Courses	Implement daily 30 minute courses for students identified as needing Tier II interventions in the secondary schools. Students will be identified by formative assessments based on the identified essential standards. The groups will rotate monthly as students are reassessed.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Building principals, teachers
Literacy Coach	The Coach will work directly with teachers providing classroom-based demonstrations, collaborative and one-on-one support, and facilitating related professional development. The Coach will focus on enhancing teachers' ability to provide instruction that builds students' sense of engagement in the ownership of learning. The Coach will also work with administrators and teachers to collect and analyze data, interpret, and use it to guide instructional decisions.	Professional Learning	Tier 1	Monitor	09/04/2018	06/09/2023	\$0	Curriculum Director
Middle/High School Restructure	As the district restructures the Administrative roles for the 2019-2020 school year, the high school and middle school are planning to combine into 1 building as a Jr/Sr High Building. The goal is to operate with 1 Principal, 1 Assistant Principal, 1 Behavior Specialist, and 1 Assistant Principal Instructional Services person. The Instructional Services Administrator will work directly with the curriculum director developing and monitoring PLC, MTSS, School Improvement, Assessment Support, monitoring of the Student Academic Progress (EWIMS) as part of their duties and responsibilities.	Policy and Process	Tier 1		09/03/2019	06/12/2020	\$0	Superintendent

Bangor High School

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers

District Improvement Plan

Bangor Public Schools (Van Buren)

Seminar Courses	Implement daily 30 minute courses for students identified as needing Tier II interventions in the secondary schools. Students will be identified by formative assessments based on the identified essential standards. The groups will rotate monthly as students are reassessed.	Academic Support Program	Tier 2	Implement	09/03/2019	06/12/2020	\$0	Building principals, teachers
Middle/High School Restructure	As the district restructures the Administrative roles for the 2019-2020 school year, the high school and middle school are planning to combine into 1 building as a Jr/Sr High Building. The goal is to operate with 1 Principal, 1 Assistant Principal, Behavior Specialist, and 1 Assistant Principal Instructional Services person. The Instructional Services Administrator will work directly with the curriculum director developing and monitoring PLC, MTSS, School Improvement, Assessment Support, monitoring of the Student Academic Progress (EWIMS) as part of their duties and responsibilities.	Policy and Process	Tier 1		09/03/2019	06/12/2020	\$0	Superintendent

Bangor Career Academy

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Additional Supports/Paraprofessionals	Provide additional support for students through paraprofessionals, support resources/programming and training. Paraprofessionals will work individually with students who need academic support through a systematic MTSS program in each building.	Academic Support Program	Tier 2	Monitor	09/03/2019	06/12/2020	\$0	Building principals and teachers