

MICIP Portfolio Report

Barack Obama Leadership Academy

Goals Included

Active

- Improve ELA Proficiency as measured by MSTEP/PSAT ...
 - Improve Math Proficiency as measured by MSTEP/PSAT...
 - Improve On-Track Attendance
-

Buildings Included

Open-Active

- Barack Obama Leadership Academy
-

Plan Components Included

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MICIP Portfolio Report

Barack Obama Leadership Academy

Improve Math Proficiency as measured by MSTEP/PSAT...

Status: ACTIVE

Statement: Student proficiency in mathematics will increase by at least 3% from baseline data by June 2025, as determined by state assessments (MSTEP-PSAT).

43% of full academic year students will meet their typical growth target as determined by the June 2025 iReady Math Assessment.

Created Date: 05/26/2023

Target Completion Date: 08/01/2025

Data Set Name: Improve Academic Achievement-Mathematics

Name	Data Source
Grades 3-8 Assessments: Proficiency	MI School Data
School Index: School Index Proficiency	MI School Data
BOLA 22-23 Needs Assessment- Mathematics	District Determined

Data Story Name: Improve Academic Achievement-Mathematics

Initial Data Analysis: Barack Obama Leadership Academy has experienced declining enrollment since 2016 with a current enrollment of 316 students. Data indicates that students are underperforming in both Math and ELA. State standardized testing indicates achievement gaps are more pronounced in Math rather than English Language Arts. Recruiting and maintaining certified instructional staff continues to be a barrier that exists.

Initial Initiative Inventory and Analysis: The Academy's needs assessment revealed that the school was lacking job embedded professional learning in Math. Although some training was provided it was geared towards the implementation of the existing Math curriculum and focused primarily on the use of the resource rather than teacher pedagogy.

Gap Analysis: There were zero students proficient in Grades 3-7 on the 2022 Math M-Step. There is a 23.3% achievement gap between our data and the average for Wayne County. Baseline 0% FAY based on 2022 School Index 0/157 (0%) students in grades 3-7 were proficient in Math on 2022 MSTEP.

Statewide - 162,978/489,017 (33.3%)

Wayne RESA - 21,685/93,027 (23.3%)

District Data Story Summary: There we no students proficient in Math in 2022.

I-Ready data: 18% of students are targeted to meet their typical Math growth level s. The school district is consistently reducing the % of students 2-3 grade levels below in Math.

Math proficiency continues to be a primary concern of the Academy. The lack of certified Math teachers has negatively impacted student performance in Math. Furthermore, there is a need for additional intentional job embedded professional learning and ongoing support for teachers, to improve instructional pedagogy and practices.

During the needs assessment process, the ten dimensions of the Resource Equity Diagnostic were reconsidered as part of the data exploration process. As a result of this work, no resource inequities existed, however opportunities for growth were identified through this work and included in the development of the continuous improvement plan in MICIP.

Analysis:

Root Cause



Five Whys

- Why: Teachers do not have the requisite skills to deliver effective math instruction.
- Why: Teachers have not been provided adequate professional development in math
- Why: Leadership did not prioritize need for professional development in math.
- Why: A 'deep dive' into data was not conducted to determine the need. Leadership changes were a contributing factor.
- Why: There has not been a system in place to review data and develop action plans to address the data.

Challenge Statement: If teachers become effective facilitators of learning, then students will have more opportunities to deeply engage in mathematics content, so that student outcomes in Mathematics will improve.

Strategies:

(1/5): Instructional Coaching/Consulting for Mathematics

Owner: Shirley Brewer

Start Date: 07/05/2023

Due Date: 08/01/2025

Summary: "

Instructional coaching is a supportive, job-embedded, ongoing, and personalized form of professional learning focused on the teaching of mathematics. Instructional coaches partner with teachers to empower and support them in increasing student learning, developing robust mathematical identities, and developing students’ mathematical sense-making abilities. To do this, Instructional Coaches collaborate with teachers to get a clear picture of current reality, identify goals, pick teaching strategies to meet the goals, monitor progress, and problem solve until the goals are met. The work of developing trusting relationships with teachers and collaboratively engaging in the coaching cycle form the foundation of the work of coaching."

Buildings

- Barack Obama Leadership Academy

Total Budget: \$105,000.00

- Other State Funds (State Funds)

Communication:

Method

- Other
- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Instructional Coaches will meet regularly with district / building administration.	Shirley Brewer	07/05/2023	08/01/2025	ONTARGET
Activity Buildings:				
• Barack Obama Leadership Academy				
Instructional coaches will build strong and ongoing relationships with teachers as partners.	Shirley Brewer	07/05/2023	08/01/2025	ONTARGET
Activity Buildings:				
• Barack Obama Leadership Academy				
Building leadership collects and analyzes data to monitor the impact of the initiative.	Shirley Brewer	07/05/2023	06/22/2024	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Instructional coaches will follow a defined coaching cycle	Shirley Brewer	07/05/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Instructional coach is fully trained and supported	Shirley Brewer	07/05/2023	12/15/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(2/5): Improving Classroom Mathematical Discourse

Owner: Shirley Brewer

Start Date: 05/26/2023

Due Date: 08/01/2025

Summary: Effective mathematical discourse increases mathematical reasoning, improves equitable mathematical experiences, and leads to a positive mathematical identity. Teachers will engage in sustained professional learning focused on improving the mathematical discourse present in their classrooms. This learning will take the form of a set of discrete workshop events supported by job-embedded PL such as instructional coaching (choose the Instructional Coaching strategy to accompany this) or Professional Learning Community time dedicated to examining teaching practice. It is recommended that a district use a facilitator (either a district teacher-leader or outside consultant) to structure and implement the workshops.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- ISD Reimbursement (Other)

Communication:

Method

- Other
- School Board Meeting
- Presentations
- Parent Newsletter

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Provide professional development for instructional staff to increase student discourse.	Shirley Brewer	05/26/2023	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Evaluate organization support and change	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Evaluate the impact on student outcomes	Shirley Brewer	05/26/2023	08/01/2024	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Monitor and evaluate	Shirley	05/26/2023	12/16/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
participants reactions to professional learning	Brewer			
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor and evaluate participants' learning	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor/observe participants use of knowledge and new skills	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(3/5): Talent Management

Owner: Shirley Brewer

Start Date: 05/26/2023

Due Date: 08/01/2025

Summary: Finding, identifying, developing, and keeping the talent required to impact student, teacher, and leader performance in districts to ensure success for all students.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$15,000.00

- Other State Funds (State Funds)

Communication:

Method

- Other
- District Website Update
- Local Newspaper
- Social Media

Audience

- Community-at-Large
- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Provide a recruitment bonus for newly hired certified teachers.	Shirley Brewer	05/26/2023	06/22/2024	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Provide a retention bonus for certified teachers who remain at the Academy for the 2024-25 school year.	Shirley Brewer	05/26/2023	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Increase recruitment outreach methods to attract certified staff	Shirley Brewer	05/26/2023	09/12/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				

(4/5): Making Sense of Mathematics for Teaching the Small Group

Owner: Shirley Brewer

Start Date: 05/26/2023

Due Date: 08/01/2025

Summary: As an action item to improve instruction, teachers will engage in a book study of Making Sense of Mathematics for Teaching the Small Group by Juli Dixon, Lisa Brooks, and Melissa Carli. This book gives strategies for both whole group and small group instruction to help students make sense of their own learning through exploration and mathematical discourse. It encourages teachers to provide scaffolding as needed rather than scaffolding just in case. This book also provides a structure for selecting tasks to address specific learning goals, using productive questions to engage students, and collecting evidence of student understanding.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- ISD Reimbursement (Other)

Communication:

Method

- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Provide professional development for instructional staff to promote the use of small group instruction.	Shirley Brewer	05/26/2023	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Evaluate organization support and change	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Evaluate the impact of initiative on student outcomes	Shirley Brewer	05/26/2023	08/01/2024	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Monitor and evaluate	Shirley	05/26/2023	12/16/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
participants learning	Brewer			
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor and evaluate participants reactions to professional learning	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor/Observe participants use of knowledge and new skills	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(5/5): Enhancing Existing Tasks to Promote Reasoning and Problem Solving

Owner: Shirley Brewer

Start Date: 06/21/2023

Due Date: 08/01/2025

Summary: "Enhancing Existing Tasks to Promote Reasoning & Problem Solving Teachers will increase student engagement, collaboration, and problem solving within a traditional/procedural textbook by intentionally selecting a strategy for enhancing tasks. The strategy chosen should be selected purposefully and used to carefully plan lessons to engage students in the learning of specific content. This strategy will be best implemented with professional learning around the provided list of enhancements

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- ISD Reimbursement (Other)
- Other Local Funds (Other)

Communication:

Method

- Other
- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Evaluate the impact of initiative on student outcomes	Shirley Brewer	06/21/2023	08/01/2025	ONTARGET
Activity Buildings:				
• Barack Obama Leadership Academy				
Evaluate organization support and change	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Activity Buildings:				
• Barack Obama Leadership Academy				
Monitor and evaluate participants learning	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Activity Buildings:				
• Barack Obama Leadership Academy				
Monitor and evaluate participants' reactions to professional learning	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Activity Buildings:				
• Barack Obama Leadership Academy				

Activity	Owner	Start Date	Due Date	Status
Monitor/observe participants use of knowledge and new skills	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Provide professional learning for K-8 math staff on task-based instruction	Shirley Brewer	06/21/2023	08/01/2024	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
During the 2023-24 school year at least 33% of full academic year students will meet their growth target on iReady. for BOLA 22-23 Needs Assessment-Mathematics		07/31/2024	ONTARGET
During the 2023-24 school year the academy will research and develop practices for retaining and recruiting instructional staff. for BOLA 22-23 Needs Assessment-Mathematics		07/31/2024	ONTARGET
Increase by 1% for Grades 3-8 Assessments: Proficiency		08/01/2024	ONTARGET
During the 2023-2024 school year, the academy will develop or adopt a comprehensive professional development system designed to improve instructional practices. for BOLA 22-23		07/31/2025	ONTARGET

Measure	Owner	Due Date	Status
Needs Assessment-Mathematics			

Impact Notes:

No Data Available

Adjust Notes:

No Data Available

Activity Status:

Instructional Coaching/Consulting for Mathematics Activities

Activity	Owner	Start Date	Due Date	Status
Instructional Coaches will meet regularly with district / building administration.	Shirley Brewer	07/05/2023	08/01/2025	ONTARGET
Instructional coaches will build strong and ongoing relationships with teachers as partners.	Shirley Brewer	07/05/2023	08/01/2025	ONTARGET
Building leadership collects and analyzes data to monitor the impact of the initiative.	Shirley Brewer	07/05/2023	06/22/2024	ONTARGET
Instructional coaches will follow a defined coaching cycle	Shirley Brewer	07/05/2023	12/16/2023	OVERDUE
Instructional coach is fully trained and supported	Shirley Brewer	07/05/2023	12/15/2023	OVERDUE

Improving Classroom Mathematical Discourse Activities

Activity	Owner	Start Date	Due Date	Status
Provide professional development for instructional staff to increase student discourse.	Shirley Brewer	05/26/2023	08/01/2025	ONTARGET
Evaluate organization support and change	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Evaluate the impact on student outcomes	Shirley Brewer	05/26/2023	08/01/2024	ONTARGET
Monitor and evaluate participants reactions to professional learning	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
Monitor and evaluate participants' learning	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Monitor/observe participants use of knowledge and new skills	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE

Talent Management Activities

Activity	Owner	Start Date	Due Date	Status
Provide a recruitment bonus for newly hired certified teachers.	Shirley Brewer	05/26/2023	06/22/2024	ONTARGET
Provide a retention bonus for certified teachers who remain at the Academy for the 2024-25 school year.	Shirley Brewer	05/26/2023	08/01/2025	ONTARGET
Increase recruitment outreach methods to attract certified staff	Shirley Brewer	05/26/2023	09/12/2023	OVERDUE

Making Sense of Mathematics for Teaching the Small Group Activities

Activity	Owner	Start Date	Due Date	Status
Provide professional development for instructional staff to promote the use of small group instruction.	Shirley Brewer	05/26/2023	08/01/2025	ONTARGET
Evaluate organization support and change	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Evaluate the impact of initiative on student outcomes	Shirley Brewer	05/26/2023	08/01/2024	ONTARGET
Monitor and evaluate participants learning	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Monitor and evaluate participants reactions to professional learning	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE
Monitor/Observe participants use of knowledge and new skills	Shirley Brewer	05/26/2023	12/16/2023	OVERDUE

Enhancing Existing Tasks to Promote Reasoning and Problem Solving Activities

Activity	Owner	Start Date	Due Date	Status
Evaluate the impact of initiative on student outcomes	Shirley Brewer	06/21/2023	08/01/2025	ONTARGET
Evaluate organization support and change	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Monitor and evaluate participants learning	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Monitor and evaluate participants' reactions to professional learning	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Monitor/observe participants use of knowledge and new skills	Shirley Brewer	06/21/2023	12/16/2023	OVERDUE
Provide professional learning for K-8 math staff on task-based instruction	Shirley Brewer	06/21/2023	08/01/2024	ONTARGET

23g Expanded Learning Time Activities

Activity	Owner	Start Date	Due Date	Status
Identify staff for After-school tutoring program	Jerrel Anthony	02/29/2024	03/04/2024	OVERDUE

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: Enhancing Existing Tasks to Promote Reasoning and Problem Solving

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: Improving Classroom Mathematical Discourse

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: Instructional Coaching/Consulting for Mathematics

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: Making Sense of Mathematics for Teaching the Small Group

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: Talent Management

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

Date	Note	Author
02/27/2024	District and building level personnel utilize multiple portals for recruitment efforts.	Jerrel Anthony

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
During the 2024-25 school year at least 43% of full year academic students will meet their growth target on iReady. for BOLA 22-23 Needs Assessment- Mathematics	07/31/2025	ONTARGET
During the 2024-25 school year the academy will implement the adopted practices to recruit and retain instructional staff. for BOLA 22-23 Needs Assessment- Mathematics	07/31/2025	ONTARGET
During the 2024-2025 school year, the academy will implement the designed or selected professional development system designed to improve instructional practices. for BOLA 22-23 Needs Assessment- Mathematics	07/31/2025	ONTARGET
Increase by 3% for Grades 3-8 Assessments: Proficiency	08/01/2025	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 Proficiency as measured by MSTEP/PSAT ...

Status: ACTIVE

Statement: Student proficiency in ELA will increase by at least 3% from baseline data by June, 2025, as determined by state assessments (MSTEP-PSAT).

55% of full academic year students will meet their typical growth target as determined by the June 2025 iReady Reading Assessment.

Created Date: 06/11/2023

Target Completion Date: 08/01/2025

Data Set Name: Improve Academic Achievement - ELA

Name	Data Source
Grades 3-8 Assessments: Proficiency	MI School Data
School Index: School Index Proficiency	MI School Data
BOLA 22-23 Needs Assessment - ELA	District Determined

Data Story Name: Improve Academic Achievement - ELA

Initial Data Analysis: Barack Obama Leadership Academy has experienced declining enrollment since 2016 with a current enrollment of 316 students. Although state and local testing data indicates students are performing better in ELA than in Mathematics, our data is still lagging significantly below state and county averages. In addition, local ELA assessment data indicates a large percentage of students are still not achieving expected growth in iReady assessments. Recruiting and maintaining certified instructional staff continues to be a barrier that exists. A significant portion of instructional staff are not currently certified and teacher/administrative turnover continues to be a concern.

Initial Initiative Inventory and Analysis: The assessing needs process indicated that there has been a lack of job embedded, targeted professional learning for teachers which focuses on the strengthening of instructional pedagogy and skills. There has been some professional learning provided by the publishers of the curriculum resource during the past few months.

Gap Analysis: In 2022, 8.3% of 3rd-7th grade students were proficient on the ELA M-Step. There is a 21.7% achievement gap from between our data and the average for Wayne County. Baseline 8.18% FAY based on 2022 School Index 13/157 (8.3%) students overall were proficient in ELA on 2022 MSTEP. This compares to statewide (40.7%) and countywide (30%) proficiency.

District Data Story Summary: 13 of 157 students were proficient in ELA in 2022. The lack of certified teachers, turnover and focus on intentional, job-embedded professional learning continues to impact the quality of instruction and overall student outcomes in ELA. During the needs assessment process, the ten dimensions of the Resource Equity Diagnostic were reconsidered as part of the data exploration process. As a result of this work,

no resource inequities existed, however opportunities for growth were identified through this work and included in the development of the continuous improvement plan in MICIP.

Analysis:

Root Cause



Five Whys

- Why: Currently teachers providing ELA instruction do not have the necessary skills to provide effective culturally relevant instruction, especially in the early grades.
- Why: Effective professional development in the area of ELA instruction has not been provided.
- Why: Professional learning has primarily been focused on programs (materials) and therefore has not met the need to enhance teacher pedagogy and skills. A shift has been made recently to provide additional targeted support but has only been in place for the past several months.
- Why: There is a lack of systems needed to determine the needs of BOLA staff to provide effective ELA instruction.
- Why: There is not a comprehensive data system in place to assist in determining needs.

Challenge Statement: If teachers become effective instructional facilitators then students will have more opportunity to deeply engage with effective strategies so that student proficiency in reading and writing will improve.

Strategies:

(1/8): Essential Instructional Practices Grades K-3

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: Identifies a set of research-supported literacy instructional practices (10) that can be employed as a mode of professional development and aim to increase teacher effectiveness and in turn, student literacy. The 10 Practices are: 1) Deliberate, research-informed efforts to foster literacy motivation and engagement within and across lessons 2) Read alouds of age-appropriate books and other materials, print or digital 3) Small group and individual instruction, using a variety of grouping strategies, most often with flexible groups formed and instruction targeted to children’s observed and assessed needs in specific aspects of literacy development 4) Activities that build phonological awareness (grades K and 1 and as needed thereafter) 5) Explicit instruction in letter-sound relationships 6) Research- and standards-aligned writing instruction 7) Intentional and ambitious efforts to build vocabulary and content knowledge 8) Abundant reading material and reading opportunities in the classroom 9) Ongoing observation and assessment of children’s language and literacy development that informs their education 10) Collaboration with families in promoting literacy

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- ISD Reimbursement (Other)
- Other Local Funds (Other)

Communication:

Method

- Other
- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Evaluate Organization Support and Change	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Monitor/Evaluate Participant's Learning	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Evaluate Impact of Initiative on Student Outcomes	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor/Evaluate Participants' Reactions	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor/Observe Participants' Use of Knowledge and New Skills	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Provide Professional Learning for K-3 Staff on Literacy Essentials	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(2/8): Essential Instructional Practices Grades 4-5

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: "The purpose is to improve children’s literacy in Michigan. Professional development throughout the state can focus on this set (10) of research-supported literacy instructional practices for daily use in the classroom. The Essential Practices are: 1) Deliberate, research-informed efforts to foster motivation and engagement within and across lessons 2) Intentional, research-informed instruction using increasingly complex texts and tasks that build comprehension, knowledge, and strategic reading activity 3) Small group instruction, using a variety of grouping strategies, most often with flexible groups formed and instruction targeted to children’s observed and assessed needs in specific aspects of literacy development 4) Activities that build reading fluency and stamina with increasingly complex text 5) Discussion of the ideas in texts and how to construct text meaning across texts and disciplines 6) Research-informed and standards-aligned writing instruction 7) Intentional and ambitious efforts to build vocabulary, academic language, and content knowledge 8) Abundant and diverse reading material, including digital texts, and opportunities to read in the classroom 9) Ongoing observation of children’s language and literacy development that informs small group and individual instruction 10) Collaboration with families in promoting literacy "

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- ISD Reimbursement (Other)
- Other Local Funds (Other)

Communication:

- | | |
|---|---|
| <p>Method</p> <ul style="list-style-type: none"> • Other • School Board Meeting • Presentations | <p>Audience</p> <ul style="list-style-type: none"> • Educators • Staff • School Board |
|---|---|

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Observe/Monitor Participants Use of New Knowledge and Skills	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE

Activity Buildings:

Activity	Owner	Start Date	Due Date	Status
<ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Provide Professional Learning for 4-5 Staff on Literacy Essentials	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Evaluate Impact of Initiative on Student Outcomes	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Evaluate Organization Support and Change	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor/Evaluate Participants' Reactions	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Monitor/Evaluate Participants' Learning	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(3/8): Essential Practices for Disciplinary Literacy Instruction in Secondary Classrooms

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: A collaboration between researchers at the University of Michigan and the Disciplinary Literacy Task Force, a subcommittee of the MAISA GELN, the Essential Practices for Disciplinary Literacy Instruction in the Secondary Classroom identify research-supported instructional practices that have been shown to increase student achievement and/or engagement with academic literacies.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- ISD Reimbursement (Other)
- Other Local Funds (Other)

Communication:

Method

- Other
- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Evaluate Impact of Initiative on Student Outcomes	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Activity Buildings:				
• Barack Obama Leadership Academy				
Evaluate Organization Support and Change	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Activity Buildings:				
• Barack Obama Leadership Academy				
Monitor/Evaluate Participants' Reactions	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Activity Buildings:				
• Barack Obama Leadership Academy				
Evaluate/Monitor Participants' Learning	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Activity Buildings:				
• Barack Obama Leadership Academy				
Observe/Monitor Participants' Use of New	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
Knowledge and Skills				
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Provide Professional Learning for 6-8 Staff on Disciplinary Literacy Essentials	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Barack Obama Leadership Academy 				

(4/8): Essential Coaching Practices for Elementary Literacy

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: Increase Michigan's capacity to improve children's literacy by identifying a small set of research-supported literacy coaching practices that should be a focus of professional development across the state...through improving teacher expertise and the quality of core instruction, student achievement increases. Seven essentials are important to literacy coaching that results in increased student literacy 1)Coaches have specialized literacy knowledge and skills beyond initial teacher preparation 2)Effective literacy coaches apply adult learning principles. 3) effective literacy coaches demonstrate specific skills and dispositions in order to engage teachers and build collaborative relationships 4) Literacy coaching is most effective when it is done within a multi-year school-wide initiative focused on student learning and is supported by administrators. 5) Spend most of their time working with teachers to enhance teacher practice and improve student learning by using multi-faceted approaches to learning. 6) When coaching individual teachers, effective literacy coaches employ a core set of coaching activities that are predictors of student literacy growth at one or more grade levels 7) Effective literacy coaches are integral members of literacy district and building leadership teams.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$224,000.00

- ISD Reimbursement (Other)
- Other Local Funds (Other)
- Other State Funds (State Funds)

Communication:

- | | |
|--|--|
| <p>Method</p> <ul style="list-style-type: none"> • Other • School Board Meeting • Presentations | <p>Audience</p> <ul style="list-style-type: none"> • Educators • Staff • School Board |
|--|--|

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Instructional coaches will build strong and ongoing relationships with teachers as partners	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Instructional coaches follow a defined coaching cycle.	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Building leadership collects and analyzes data to monitor the impact of the initiative.	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Instructional Coaches are fully trained and supported	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Instructional Coaches meet regularly with district/building administration	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(5/8): Talent Management

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: Finding, identifying, developing, and keeping the talent required to impact student, teacher, and leader performance in districts to ensure success for all students.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$15,000.00

- Other State Funds (State Funds)

Communication:

Method

- Other
- School Board Meeting
- Presentations
- District Website Update
- Brochure
- Parent Newsletter
- Local Newspaper
- Social Media

Audience

- Community-at-Large
- Educators
- Staff
- School Board
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Provide a recruitment bonus for newly hired teachers	Shirley Brewer	06/11/2023	01/31/2024	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Provide a retention bonus for certified teachers who remain at the academy for the 2024-2025 school year.	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Increase recruitment outreach methods to attract certified staff	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				

(6/8): Teacher Collaborative Routines

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: A staff with a collective belief that what they do CAN and WILL make a difference in student achievement provides the greatest chance of student success. Installation of these collaborative practices and routines leads to this collective teacher efficacy. These routines are designed to position classroom teachers in the collaborative role of guiding each other in the ongoing quest of instructional improvement.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$1.00

- Other Local Funds (Other)

Communication:

Method

- Other
- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Common Planning is Built into Master Calendar	Shirley Brewer	06/11/2023	10/03/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Educators work in collaborative teams, rather than in isolation, and take collective responsibility for student learning.	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Collaborative teams implement a guaranteed and viable curriculum, unit by unit.	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Collaborative teams monitor learning through an ongoing assessment	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET

Activity	Owner	Start Date	Due Date	Status
process that includes common formative assessments.				
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Educators use the results of common assessments to improve individual practice, build the team's capacity to achieve its goals, and intervene and enrich on behalf of students.	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Implement Instructional Learning Cycle Process in Grade Level PLCs	Shirley Brewer	06/11/2023	08/01/2024	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

(7/8): Data-Based, Decision Making

Owner: Jerrel Anthony

Start Date: 03/04/2024

Due Date: 08/01/2025

Summary: Performance management is the process used to guide all levels of teams (district, building, and teacher teams) within the district in data collection to monitor, make decisions, communicate, and, if needed, problem-solve (using district-identified problem-solving protocol) to increase student academic and non-academic performance.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$131,863.00

- Other State Funds (State Funds)

Communication:

Method

- School Board Meeting
- Presentations
- Parent Newsletter

Audience

- Educators
- Staff
- School Board
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Build a data warehouse using Powerschool Unified Insight.	Jerrel Anthony	03/04/2024	08/30/2024	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Data and Assessment Coach	Jerrel Anthony	03/04/2024	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Develop and implement structure for data meetings.	Jerrel Anthony	03/04/2024	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				

(8/8): 23g Tutoring

Owner: Jerrel Anthony

Start Date: 03/08/2024

Due Date: 08/01/2025

Summary: Tutoring, defined as supplemental one-on-one or small group instruction, can be a powerful tool for accelerated learning. Tutoring is an effective intervention because tutoring:

- customizes learning to target a student’s immediate learning needs.
- provides additional instructional time by aligning the tutoring activities to current classroom activities.
- offers more engagement, rapid feedback, and less distractions in one-on-one and small group environments.
- creates meaningful mentor relationships.

Buildings

- Barack Obama Leadership Academy

Total Budget: \$66,707.00

- Other State Funds (State Funds)

Communication:

Method

- Other
- Presentations
- Parent Newsletter

Audience

- Educators
- Staff
- School Board
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Hire Program Coordinator	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Identify and hire instructional tutors	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Purchase of iReady Math and Reading Supplemental Materials for grades 2-6	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Hire Assistant Program Coordinator	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Activity Buildings:				

Activity	Owner	Start Date	Due Date	Status
<ul style="list-style-type: none"> Barack Obama Leadership Academy 				
Purchase Supplemental Materials for Social Emotional Learning Enrichment in Summer School	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Barack Obama Leadership Academy 				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
During the 2023-24 school year at least 48% of full academic year students will meet their typical growth target on iReady. for BOLA 22-23 Needs Assessment - ELA		07/31/2024	ONTARGET
Data Collection: During the 2023-24 school year the academy will design a comprehensive data system to gather, analyze and make informed needs-based decisions. for BOLA 22-23 Needs Assessment - ELA		07/31/2024	ONTARGET
Increase by 1% for Grades 3-8 Assessments: Proficiency		08/01/2024	ONTARGET

Impact Notes:

No Data Available

Adjust Notes:

No Data Available

Activity Status:

Essential Instructional Practices Grades K-3 Activities

Activity	Owner	Start Date	Due Date	Status
Evaluate Organization Support and Change	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Monitor/Evaluate Participant's Learning	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Evaluate Impact of Initiative on Student Outcomes	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Monitor/Evaluate Participants' Reactions	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Monitor/Observe Participants' Use of Knowledge and New Skills	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Provide Professional Learning for K-3 Staff on Literacy Essentials	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET

Essential Instructional Practices Grades 4-5 Activities

Activity	Owner	Start Date	Due Date	Status
Observe/Monitor Participants Use of New Knowledge and Skills	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Provide Professional Learning for 4-5 Staff on Literacy Essentials	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET
Evaluate Impact of Initiative on Student Outcomes	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Evaluate Organization Support and Change	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Monitor/Evaluate Participants' Reactions	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Monitor/Evaluate Participants' Learning	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE

Essential Practices for Disciplinary Literacy Instruction in Secondary Classrooms Activities

Activity	Owner	Start Date	Due Date	Status
Evaluate Impact of Initiative on Student Outcomes	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Evaluate Organization Support and Change	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Monitor/Evaluate	Shirley	06/11/2023	12/16/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
Participants' Reactions	Brewer			
Evaluate/Monitor Participants' Learning	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Observe/Monitor Participants' Use of New Knowledge and Skills	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Provide Professional Learning for 6-8 Staff on Disciplinary Literacy Essentials	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET

Essential Coaching Practices for Elementary Literacy Activities

Activity	Owner	Start Date	Due Date	Status
Instructional coaches will build strong and ongoing relationships with teachers as partners	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Instructional coaches follow a defined coaching cycle.	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Building leadership collects and analyzes data to monitor the impact of the initiative.	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Instructional Coaches are fully trained and supported	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Instructional Coaches meet regularly with district/building administration	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE

Talent Management Activities

Activity	Owner	Start Date	Due Date	Status
Provide a recruitment bonus for newly hired teachers	Shirley Brewer	06/11/2023	01/31/2024	OVERDUE
Provide a retention bonus for certified teachers who remain at the academy for the 2024-2025 school year.	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
Increase recruitment outreach methods to attract certified staff	Shirley Brewer	06/11/2023	08/01/2025	ONTARGET

Teacher Collaborative Routines Activities

Activity	Owner	Start Date	Due Date	Status
Common Planning is Built into Master Calendar	Shirley Brewer	06/11/2023	10/03/2023	OVERDUE
Educators work in collaborative teams, rather than in isolation, and take collective responsibility for student learning.	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Collaborative teams implement a guaranteed and viable curriculum, unit by unit.	Shirley Brewer	06/11/2023	12/16/2023	OVERDUE
Collaborative teams monitor learning through an ongoing assessment process that includes common formative assessments.	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Educators use the results of common assessments to improve individual practice, build the team's capacity to achieve its goals, and intervene and enrich on behalf of students.	Shirley Brewer	06/11/2023	06/15/2024	ONTARGET
Implement Instructional Learning Cycle Process in Grade Level PLCs	Shirley Brewer	06/11/2023	08/01/2024	ONTARGET

Data-Based, Decision Making Activities

Activity	Owner	Start Date	Due Date	Status
Build a data warehouse using Powerschool Unified Insight.	Jerrel Anthony	03/04/2024	08/30/2024	ONTARGET
Data and Assessment	Jerrel	03/04/2024	08/01/2025	ONTARGET

Activity	Owner	Start Date	Due Date	Status
Coach	Anthony			
Develop and implement structure for data meetings.	Jerrel Anthony	03/04/2024	08/01/2025	ONTARGET

23g Tutoring Activities

Activity	Owner	Start Date	Due Date	Status
Hire Program Coordinator	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Identify and hire instructional tutors	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Purchase of iReady Math and Reading Supplemental Materials for grades 2-6	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Hire Assistant Program Coordinator	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET
Purchase Supplemental Materials for Social Emotional Learning Enrichment in Summer School	Jerrel Anthony	03/08/2024	08/01/2025	ONTARGET

Monitoring Notes

Monitoring Notes: 23g Tutoring

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: Data-Based, Decision Making

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: Essential Coaching Practices for Elementary 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: Essential Instructional Practices Grades 4-5

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: Essential Instructional Practices Grades K-3

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: Essential Practices for Disciplinary Literacy Instruction in Secondary Classrooms

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: Talent Management

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: Teacher Collaborative Routines

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
During the 2024-25 school year at least 55% of full academic year students will meet their typical growth target on iReady. for BOLA 22-23 Needs Assessment - ELA	07/31/2025	ONTARGET
During the 2024-25 school year the academy will implement a comprehensive data system to gather, analyze and make informed needs-based decisions. for BOLA 22-23 Needs Assessment - ELA	07/31/2025	ONTARGET
Increase by 3% for Grades 3-8 Assessments: Proficiency	08/01/2025	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 On-Track Attendance

Status: ACTIVE

Statement: Our goal is to decrease the percent of chronically absent students from our baseline percentage of 63.38% to 42% by August 1, 2025.

Created Date: 06/12/2023

Target Completion Date: 08/01/2025

Data Set Name: Improve Chronic Absenteeism

Name	Data Source
Student Counts: Attendance	MI School Data
BOLA 22-23 Needs Assessment - Attendance	District Determined

Data Story Name: Improve Chronic Absenteeism

Initial Data Analysis: From 2016-2020, the percentage of students with on-track attendance was greater than 58%. In 2022 the percentage of students with on-track attendance is 36%. The percentage of students with on-track attendance varies by grade level with the lowest percentage of students on-track in Kindergarten (17.1%) and the highest percentage on-track in 7th grade (84.2%). The percentage of students with on-track attendance in all other grades varies between 31.3% and 40.0% with the exception of 8th grade at 52.6%.

Initial Initiative Inventory and Analysis: There has not been a clearly defined and well orchestrated system in place to address chronic absenteeism. Policies and practices that are in place have not been implemented consistently or with fidelity. In addition, data systems and structures do not currently support regular review, analysis, action planning and follow-up based on attendance data.

Gap Analysis: In 2022, 36.62% of students at Barack Obama had on-track attendance. There is a gap of 55.75% from the state accountability target. Baseline - 36.62% of Barack Obama Leadership Academy students in 2022 had on-track attendance. State target is 92.37%. Statewide Average for on-track attendance for 2022 was 61.5% and the Wayne County average for on-track attendance in 2022 was 51.1%

District Data Story Summary: Attendance: From 2016 -2022, the percentage of students with on-track attendance has not exceeded 38%.

Analysis:

Root Cause



Five Whys

- Why: Prior to the needs assessment work in the Winter of 2023, systems for identifying the scope of the problem through regular review and analysis of attendance data were not in place.
- Why: There has been a lack of personnel with responsibility for monitoring/addressing on-track attendance at the systems level and school leadership did not prioritize transportation or other interventions to address and respond to the problem.
- Why: There has not been enough focus on developing family/community relationships.
- Why: Teacher/leader turnover has impacted the ability to develop closer relationships with families.
- Why: There has not been a system in place to track, assess and address chronic absenteeism.

Challenge Statement: If a schoolwide attendance system is implemented which monitors attendance data to identify students in need then relationships with families can be strengthened, targeted supports can be identified and available resources reviewed, so that families are connected with supports needed to address barriers and improve on-track attendance.

Strategies:

(1/1): Family Engagement Tied to Learning

Owner: Shirley Brewer

Start Date: 06/11/2023

Due Date: 08/01/2025

Summary: "School improvement research demonstrates the importance of focusing family engagement around specific outcomes (Bryk et. al, 2010). Authentic family engagement activities are designed so families support and monitor their children’s education and behavioral goals through a partnership with schools and community-based agencies. High-quality family engagement is linked to learning outcomes (Mapp, & Kuttner, 2013). Family engagement is strongly linked to higher levels of academic achievement, increased attendance, more positive attitudes toward school, and higher graduation rates (Henderson, & Mapp, 2002). A meta-analysis of over 28 studies investigating the impact of family engagement has found a significant and large association between family engagement and the academic achievement of students from early childhood through secondary school (Jeynes, 2016). Family engagement activities that support high expectations for learners and helping learners make real-world connections are the strongest predictors of achievement (Jeynes, 2005). "

Buildings

- Barack Obama Leadership Academy

Total Budget: \$65,000.00

- Other State Funds (State Funds)

Communication:

Method

- Other
- School Board Meeting
- Presentations
- Brochure
- Parent Newsletter

Audience

- Educators
- Staff
- School Board
- Parents

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Engage Students and Parents	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Recognize Good and Improved Attendance	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
Activity Buildings:				
<ul style="list-style-type: none"> • Barack Obama Leadership Academy 				
Monitor Attendance Data and Practice	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i>				
• Barack Obama Leadership Academy				
Provide Personalized Early Outreach	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
<i>Activity Buildings:</i>				
• Barack Obama Leadership Academy				
Develop Programmatic Response to Barriers	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
<i>Activity Buildings:</i>				
• Barack Obama Leadership Academy				
Attendance Liaison Officer	Shirley Brewer	06/11/2023	08/15/2023	OVERDUE
<i>Activity Buildings:</i>				
• Barack Obama Leadership Academy				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
Decrease by 10% for Student Counts: Attendance		08/01/2024	ONTARGET

Impact Notes:

No Data Available

Adjust Notes:

No Data Available

Activity Status:

Family Engagement Tied to Learning Activities

Activity	Owner	Start Date	Due Date	Status
Engage Students and Parents	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
Recognize Good and Improved Attendance	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
Monitor Attendance Data and Practice	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
Provide Personalized Early Outreach	Shirley Brewer	06/11/2023	12/15/2023	OVERDUE
Develop Programmatic	Shirley	06/11/2023	12/15/2023	OVERDUE

Activity	Owner	Start Date	Due Date	Status
Response to Barriers	Brewer			
Attendance Liaison Officer	Shirley Brewer	06/11/2023	08/15/2023	OVERDUE

Monitoring Notes

Monitoring Notes: Family Engagement Tied to Learning

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
Decrease by 21% for Student Counts: Attendance	08/01/2025	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