

# **2018-2019 School Improvement Plan-- Dakota High School**

Dakota High School  
Chippewa Valley Schools

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## **Overview**

### **Plan Name**

2018-2019 School Improvement Plan--Dakota High School

### **Plan Description**

DHS School Improvement Plan for 2018-2019 school year

## 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	All students at Dakota High School will be proficient in writing.	Objectives: 2 Strategies: 3 Activities: 11	Academic	\$1900
2	All students at Dakota High School will be proficient in math	Objectives: 2 Strategies: 3 Activities: 15	Academic	\$15500
3	All students at Dakota High School will be proficient in reading.	Objectives: 2 Strategies: 4 Activities: 16	Academic	\$18600
4	The Dakota Community will foster a sense of respect and inclusion for all stakeholders.	Objectives: 1 Strategies: 2 Activities: 8	Organizational	\$30300

# Goal 1: All students at Dakota High School will be proficient in writing.

**Measurable Objective 1:**

76% of All Students will demonstrate a proficiency in all content areas in Writing by 06/30/2021 as measured by State level assessment.

**Strategy 1:**

MTSS (Multi Tier System of Support) - Analysis of student performance to identify students who are in need of further accommodations to support them academically.

Category: Learning Support Systems

Research Cited: [https://www.researchgate.net/profile/Claudia\\_Rinaldi/publication/257943817\\_Multi-](https://www.researchgate.net/profile/Claudia_Rinaldi/publication/257943817_Multi-tier_System_of_Supports_A_Description_of_RTI_and_PBIS_Models_for_District_Administrators/links/0046352669d913a09d000000.pdf)

[tier\\_System\\_of\\_Supports\\_A\\_Description\\_of\\_RTI\\_and\\_PBIS\\_Models\\_for\\_District\\_Administrators/links/0046352669d913a09d000000.pdf](https://www.researchgate.net/profile/Claudia_Rinaldi/publication/257943817_Multi-tier_System_of_Supports_A_Description_of_RTI_and_PBIS_Models_for_District_Administrators/links/0046352669d913a09d000000.pdf)

<https://eric.ed.gov/?id=EJ1080527>

[https://ies.ed.gov/ncee/projects/evaluation/disabilities\\_MTSSB.asp](https://ies.ed.gov/ncee/projects/evaluation/disabilities_MTSSB.asp)

District data provides evidence that MTSS increases student success and standardized assessment results. Also has led to a reduction in failure rates

Tier: Tier 1

Activity - Tier 2 Staff Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tier 2 intervention strategies will be presented/provided to staff.	Professional Learning	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	All staff

Activity - Tier 2 classroom interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will implement Tier 2 interventions based on data analysis to identify individual student needs.	Implementation	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	All Staff

Activity - Staff Survey	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teaching and support staff will be surveyed regarding their level(s) of MTSS Tier 2 implementation.	Monitor	Tier 1	Monitor	09/06/2016	06/01/2021	\$100	General Fund	Teaching & support staff

Activity - Cohort PLCs	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Departments (&/or staff teaching the same course) will analyze and evaluate the interventions effectiveness and results.	Evaluation	Tier 1	Evaluate	09/06/2016	06/01/2021	\$100	General Fund	Teaching and support staff

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**Strategy 2:**

SAT style analysis writing - Core teachers excluding math will engage students in rhetorical analysis writing style.

Category: Other - Across the curriculum

Research Cited: <https://owl.english.purdue.edu/owl/resource/725/03/>

<https://collegereadiness.collegeboard.org/sample-questions/essay/1>

Tier: Tier 1

Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers (excluding math) will engage in professional development regarding implementing SAT analysis writing into their curriculum. This includes strategies such as analyzing the provided reading prompt(s) for style, voice, bias, etc, and includes incorporating DOK into writing responses.	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/01/2021	\$500	General Fund	All staff

Activity - Analysis/review of Student Rhetorical Analysis Writings XXXX	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will review/evaluate data for each student's rhetorical analysis writings over the semester/year, including analyzing the DOK as connected to Core Curriculum.	Monitor	Tier 1	Getting Ready	09/01/2016	06/01/2021	\$100	General Fund	All teaching staff (excepting math department)

**Measurable Objective 2:**

A 12% increase of Bottom 30% students will demonstrate a proficiency in all content areas in Writing by 06/01/2021 as measured by State level assessment..

**Strategy 1:**

Leveled Support - Staff will analyze data and place students in co-taught classes or Read 180 or English credit recovery and use differentiated instruction to meet the needs of at-risk students.

Category: Learning Support Systems

Research Cited: <http://www.opi.mt.gov/PDF/SpecED/training/RTI/BestPractices.pdf>

Tier: Tier 3

Activity - Read 180	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students identified by lower Lexile scores will be scheduled into this support program, where students receive individualized assistance in writing.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/30/2020	\$0	No Funding Required	ELA instructors, counseling, and administration.
<b>Activity - Co-taught classes</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Special education students and low proficiency general education students are scheduled into a co-taught class. Classes are led by a subject area teacher and a special education teacher.	Academic Support Program	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	Subject area teacher, special education teachers, counseling, and administration.
<b>Activity - Credit Recovery</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students who failed to receive credit for any core course may be scheduled into Credit Recovery.	Academic Support Program	Tier 2	Monitor	09/06/2016	06/01/2021	\$100	General Fund	Subject area teachers, counseling, administration
<b>Activity - Professional Development</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers may participate in training to increase the effectiveness of each activity implemented	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/01/2021	\$500	General Fund	Selected staff
<b>Activity - Student Assessment</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will assess student learning periodically and compare student growth over time.	Monitor	Tier 3	Monitor	09/06/2016	06/01/2021	\$500	General Fund	Selected staff

**Goal 2: All students at Dakota High School will be proficient in math**

**Measurable Objective 1:**

56% of Ninth, Tenth, Eleventh and Twelfth grade Black or African-American, Asian, Bottom 30%, White, Economically Disadvantaged, Gifted and Talented, Hispanic or Latino, Students with Disabilities, English Learners, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander students will demonstrate a proficiency in Mathematics by 06/01/2021 as measured by state level assessment.

**Strategy 1:**

Multi-tiered system of support - Accomodations will be provided to students of all ability levels

Category: Mathematics

Research Cited: [https://www.researchgate.net/profile/Claudia\\_Rinaldi/publication/257943817\\_Multi-tier\\_System\\_of\\_Supports\\_A\\_Description\\_of\\_RTI\\_and\\_PBIS\\_Models\\_for\\_District\\_Administrators/links/0046352669d913a09d000000.pdf](https://www.researchgate.net/profile/Claudia_Rinaldi/publication/257943817_Multi-tier_System_of_Supports_A_Description_of_RTI_and_PBIS_Models_for_District_Administrators/links/0046352669d913a09d000000.pdf)  
<https://eric.ed.gov/?id=EJ1080527>

[https://ies.ed.gov/ncee/projects/evaluation/disabilities\\_MTSSB.asp](https://ies.ed.gov/ncee/projects/evaluation/disabilities_MTSSB.asp)

District data provides evidence that MTSS increases student success and standardized assessment results. Also has led to a reduction in failure rates

Tier: Tier 2

Activity - Tier 2 staff professional learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers will be provided training in MTSS strategies and activities. Veteran teachers will be encouraged to attend training as they feel the need to sharpen skills.	Getting Ready	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	teaching Staff
Activity - Tier 2 classroom interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will implement tier 2 interventions based on individual student need.	Implementation	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	teaching staff
Activity - Monitoring fidelity of implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will conduct walkthroughs to collect data on the fidelity of tier 2 intervention implementations.	Monitor	Tier 2	Evaluate	09/06/2016	06/01/2021	\$0	No Funding Required	Administration
Activity - Evaluating MTSSXXX	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration will collect data on fidelity of implementation of tier 2 strategies.	Evaluation	Tier 2	Evaluate	09/02/2014	06/01/2021	\$0	No Funding Required	administration



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**Strategy 2:**

Practice Testing and Assessment - Several different practice tests will be administered in order to increase familiarity and confidence of the students taking state mandated tests. These include standardized test style questions that have been analyzed for higher level DOK.

Category: Mathematics

Research Cited: <http://www.learningpt.org/pdfs/FormativeAssessment.pdf>

<http://www.oecd.org/edu/cei/34488335.pdf>

[http://www.educationworld.com/a\\_admin/admin/admin366.shtml](http://www.educationworld.com/a_admin/admin/admin366.shtml)

Tier: Tier 1

Activity - Practice Standardized Test	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 11th grade students will take a practice standardized test. 9th and 10th graders will also complete a PSAT.	Monitor	Tier 1	Monitor	09/06/2016	06/01/2021	\$8000	General Fund	All math teachers
Activity - Practice Standardized Test X	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 9th grade students will take a PSAT.	Monitor	Tier 1	Monitor	03/04/2014	06/01/2021	\$0	No Funding Required	All Staff
Activity - Analysis of Practice Test Data	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math teachers will analyze student performance data in order to focus future instruction.	Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	Math teachers
Activity - Standardized-Style Practice and Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Individual teachers will regularly incorporate standardized-style questions for student practice.	Implementation	Tier 1	Implement	09/06/2016	06/01/2021	\$0	No Funding Required	Math teachers
Activity - Teacher Mentoring	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New math teachers are scheduled into a cohort with experienced teachers and given support materials needed for success.	Professional Learning	Tier 1	Monitor	09/06/2016	06/01/2021	\$5600	General Fund	Math Teachers

**Measurable Objective 2:**

A 3% increase of Bottom 30% students will demonstrate a proficiency in Mathematics by 06/01/2021 as measured by state level assessments.

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### Strategy 1:

Leveled Support - Staff will analyze data and place students in Math Focus, Geometry Focus, co-taught classes, and credit recovery and use differentiated instruction to meet the needs of at-risk students.

Category: Mathematics

Research Cited: <http://www-personal.umich.edu/~vmesa/Community%20Colleges/page14/assets/MesaLande.pdf>

[http://lowellinstitute.com/downloads/Instruction/Strategic\\_Math\\_08\\_17\\_08.pdf](http://lowellinstitute.com/downloads/Instruction/Strategic_Math_08_17_08.pdf)

Tier: Tier 3

Activity - Co-taught Classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A classroom structure incorporating a special education teacher and a general education teacher to meet the needs of struggling learners.	Direct Instruction	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	select teachers
Activity - Algebra 1 and Geometry focus classes	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students are given an extra hour of support and practice of concepts addressed in their regular math hour.	Direct Instruction	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	select staff
Activity - Algebra 2 over 2	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
This is a course that allows students to complete their Algebra 2 credit over two full school years rather than the regular 1 year.	Direct Instruction	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	select math teachers
Activity - Professional Development	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Programs will be identified to participate and be trained to increase the effectiveness of teachers to lead activities.	Professional Learning	Tier 1	Implement	09/06/2016	06/01/2021	\$800	General Fund	All staff
Activity - Student Assessment	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will assess student learning periodically and compare student growth over time.	Monitor	Tier 1	Monitor	09/06/2016	06/01/2021	\$100	General Fund	All staff
Activity - Credit Recovery	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

Students participate in a self-paced, online instructional program to recover lost core class credit.	Academic Support Program	Tier 2	Implement	09/06/2016	06/01/2021	\$1000	General Fund	Select Teachers
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### Goal 3: All students at Dakota High School will be proficient in reading.

**Measurable Objective 1:**

76% of All Students will demonstrate a proficiency in comprehension in Reading by 06/01/2021 as measured by state reading assessment.

**Strategy 1:**

Practice testing & analysis - Teachers will use standardized tests to increase proficiency on state tests.

Category: English/Language Arts

Research Cited: [http://www.educationworld.com/a\\_admin/admin/admin366.shtml](http://www.educationworld.com/a_admin/admin/admin366.shtml)

[http://www.eric.ed.gov/ERICWebPortal/search/recordDetails.jsp?searchtype=basic&pageSize=10&ERICExtSearch\\_SearchValue\\_0=practice+testing&eric\\_displayStartCount=1&ERICExtSearch\\_SearchType\\_0=kw&\\_pageLabel=RecordDetails&objectId=0900019b80630d23&accno=EJ977138&\\_nfls=false](http://www.eric.ed.gov/ERICWebPortal/search/recordDetails.jsp?searchtype=basic&pageSize=10&ERICExtSearch_SearchValue_0=practice+testing&eric_displayStartCount=1&ERICExtSearch_SearchType_0=kw&_pageLabel=RecordDetails&objectId=0900019b80630d23&accno=EJ977138&_nfls=false)

Tier: Tier 1

Activity - Practice standardized testing	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All students will take a complete standardized test.	Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$8000	General Fund	All Staff

Activity - Analysis of standardized practice test results	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff and students will analyze individual results to determine strengths and weaknesses for growth with a focus on NWEA/MAP testing.	Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$6000	Other	All staff

Activity - Administer and Analyze PSAT and NWEA/MAP tests	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All 9th & 10th grade students will take the PSAT and NWEA/MAP tests and individual test results will be analyzed to direct/inform staff instruction.	Evaluation, Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	All Staff

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### Strategy 2:

Multi-tiered system of support - Analysis of students' performance to identify students who are in need for further accommodations to support them academically.

Category: English/Language Arts

Research Cited: [https://www.researchgate.net/profile/Claudia\\_Rinaldi/publication/257943817\\_Multi-](https://www.researchgate.net/profile/Claudia_Rinaldi/publication/257943817_Multi-tier_System_of_Supports_A_Description_of_RTI_and_PBIS_Models_for_District_Administrators/links/0046352669d913a09d000000.pdf)

[tier\\_System\\_of\\_Supports\\_A\\_Description\\_of\\_RTI\\_and\\_PBIS\\_Models\\_for\\_District\\_Administrators/links/0046352669d913a09d000000.pdf](https://www.researchgate.net/profile/Claudia_Rinaldi/publication/257943817_Multi-tier_System_of_Supports_A_Description_of_RTI_and_PBIS_Models_for_District_Administrators/links/0046352669d913a09d000000.pdf)

<https://eric.ed.gov/?id=EJ1080527>

[https://ies.ed.gov/ncee/projects/evaluation/disabilities\\_MTSSB.asp](https://ies.ed.gov/ncee/projects/evaluation/disabilities_MTSSB.asp)

District data provides evidence that MTSS increases student success and standardized assessment results. Also has led to a reduction in failure rates

Tier: Tier 2

Activity - Tier 2 Staff Professional Learning	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tier 2 intervention strategies will be presented and provided to staff.	Professional Learning	Tier 2	Monitor	09/06/2016	06/01/2021	\$2000	General Fund	All Teaching Staff

Activity - Monitoring fidelity of implementation	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will conduct walkthroughs to collect data on the fidelity of tier 1 and tier 2 intervention implementations.	Monitor	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	administration

Activity - Tier 1 & Tier 2 Classroom Interventions	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will implement Tier 1 and Tier 2 interventions based on individual student needs as assessed.	Implementation	Tier 2	Monitor	09/02/2014	06/01/2021	\$0	No Funding Required	All Teaching Staff

Activity - Evaluating MTSS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administration will collect data on use and success of Tier 1 and Tier 2 strategies.	Evaluation	Tier 2	Evaluate	09/06/2016	06/01/2021	\$0	No Funding Required	Administration

### Strategy 3:

Student Engagement - The curriculum and resources will be reviewed for high engagement activities. Instructional staff will be trained to implement strategies such as:

Kagan cooperative learning, Classroom Instruction that Works (CITW), and Close and Critical Reading (CCR).

Category: English/Language Arts

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Tier: Tier 1

Activity - Classroom Instruction that Works (CITW)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement CITW strategies into their reading instructional practice to increase student engagement and learning.	Direct Instruction	Tier 1	Implement	09/05/2017	06/01/2021	\$0	No Funding Required	All Teaching Staff

Activity - Cooperative learning strategies	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional staff will implement Kagan cooperative leaning strategies.	Direct Instruction	Tier 1	Implement	08/28/2017	06/01/2021	\$0	No Funding Required	All Teaching Staff

Activity - Close and Critical Reading (CCR)	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional staff will use Close and Critical Reading (CCR) strategies.	Direct Instruction	Tier 1	Implement	08/28/2017	06/01/2021	\$0	No Funding Required	All Teaching Staff

**Measurable Objective 2:**

A 12% increase of Bottom 30% students will demonstrate a proficiency in comprehension in Reading by 06/01/2021 as measured by State level assessment..

**Strategy 1:**

Leveled Support - Staff will analyze data and place students in Read 180, co-taught and special education classes, credit recovery and use differentiated instruction to meet the needs of at-risk students.

Category: English/Language Arts

Research Cited: The Journal of Psychology, 2005, 139(3), 247-259 Cultural Expression and Black Students

[http://www.eric.ed.gov/ERICWebPortal/search/recordDetails.jsp?searchtype=advanced&pageSize=10&ERICExtSearch\\_SearchCount=1&ERICExtSearch\\_SearchValue\\_0=remediation&eric\\_displayStartCount=31&ERICExtSearch\\_Operator\\_1=and&ERICExtSearch\\_SearchType\\_1=kw&ERICExtSearch\\_SearchType\\_0=kw&\\_pageLabel=RecordDetails&objectId=0900019b8049f350&accno=EJ954842&\\_nfls=false](http://www.eric.ed.gov/ERICWebPortal/search/recordDetails.jsp?searchtype=advanced&pageSize=10&ERICExtSearch_SearchCount=1&ERICExtSearch_SearchValue_0=remediation&eric_displayStartCount=31&ERICExtSearch_Operator_1=and&ERICExtSearch_SearchType_1=kw&ERICExtSearch_SearchType_0=kw&_pageLabel=RecordDetails&objectId=0900019b8049f350&accno=EJ954842&_nfls=false)

Tier: Tier 3

Activity - Read 180	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students identified by lower lexile scores will be scheduled into this support program, where students receive individualized assistance in reading comprehension.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/01/2021	\$100	General Fund	ELA instructors, counseling, administration
<b>Activity - Co-taught classes</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students who receive special education services and low proficiency general education students are scheduled into a co-taught class. Classes are led by a Subject area teacher and a Special Education teacher.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/01/2021	\$0	No Funding Required	Subject area teachers, special education teachers, counseling, administration
<b>Activity - Credit Recovery</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Students who failed to receive credit for a core course may be scheduled into Credit Recovery.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/01/2021	\$1000	General Fund	Credit recovery instructors, counselors, administration
<b>Activity - Professional Development</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will participate in training to increase the effectiveness of each activity implemented.	Professional Learning	Tier 3	Implement	09/06/2016	06/01/2021	\$1000	General Fund	Selected staff
<b>Activity - Student Assessment</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Teachers will assess student learning periodically and compare student growth over time.	Monitor	Tier 3	Monitor	09/06/2016	06/01/2021	\$500	General Fund	Selected staff
<b>Activity - Special Education Classes</b>	<b>Activity Type</b>	<b>Tier</b>	<b>Phase</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

Students who receive special education services for reading are scheduled into Special Education classes.	Academic Support Program	Tier 3		09/06/2016	06/01/2021	\$0	No Funding Required	Special Education instructors, counselors and administration
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## Goal 4: The Dakota Community will foster a sense of respect and inclusion for all stakeholders.

### Measurable Objective 1:

collaborate to increase positive behavior and support for all members of our community by 06/30/2021 as measured by surveys of staff and students.

### Strategy 1:

Positive student behavior support - Through a variety of programs and systemic collaboration, students will be encouraged and expected to maintain cultural norms and positive behaviors.

Category: School Culture

Research Cited: Luiselli, J. K, Putnam, R. F, Handler, M. W, & Feinberg, A. B. (2005). Whole-School Positive Behaviour Support: Effects on student discipline problems and academic performance. *Educational Psychology*, 25(2-3), 183-198.

Boneshefski, M., & Runge, T., (2014). Addressing disproportionate discipline practices within a school-wide positive behavioral interventions and supports framework: A practical guide for calculating and using disproportionality rates. *Journal of Positive Behavior Interventions*, 16(3) 149-158.

Curtis, R., Van Horne, J., Robertson, P., & Karvonen, M. (2010). Outcomes of a school-wide positive behavior support program. *Professional School Counseling* 13:3 159-164.

Tier: Tier 1

Activity - PBIS	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The standard approach to PBIS as a behavioral intervention includes: 1. Identify the expected behaviors, 2. Teach, model and practice what those behaviors look like, sound like, and feel like, 3. Specifically praise appropriate behavior with private or public acknowledgement, and 4. Measure outcome data to determine successes and barriers to reaching the desired goals.	Behavioral Support Program	Tier 1	Getting Ready	01/15/2018	06/30/2021	\$4000	General Fund	All teachers and support staff

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Activity - Restorative Justice	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Restorative justice empowers students to resolve conflicts on their own and in small groups. All members of the school community can learn and practice self-discipline, empathy, and accountability.	Behavioral Support Program	Tier 1	Getting Ready	09/05/2017	06/01/2021	\$10000	General Fund	All staff will participate.
Activity - Link Crew	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Link crew is a mentoring program between older and younger students to help them navigate the cultural expectations in our school	Behavioral Support Program	Tier 1	Implement	09/01/2016	06/01/2021	\$1500	General Fund	Link Crew coordinators
Activity - Leadership Class	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students enrolled in this course engage in community events and organize school cultural events to include all students/faculty.	Direct Instruction	Tier 1	Implement	09/01/2015	06/01/2021	\$10000	General Fund	Leadership instructor, administration

**Strategy 2:**

Improving institutional culture - Staff will work to make connections with each other to promote a culture of connection between all members of the DHS community.

Category: School Culture

Research Cited: For Effective Schools, Teamwork is Not Optional: <https://www.edutopia.org/blog/effective-schools-teamwork-not-optional-sean-glaze>

Strong Teams, Strong Schools: Why teacher to teacher collaboration creates synergy that benefits students. <https://learningforward.org/wp-content/uploads/2013/04/strong-teams-strong-schools.pdf>

Lagging in the Race: The Impact of Teacher Morale on Student Achievement. <https://eric.ed.gov/?id=ED516776>

Tier: Tier 1

Activity - New Teacher Support	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
New teachers (1-4 years) will be supported through an extensive program involving orientation, mentoring, advisory meetings and establishing collaborative networks.	Recruitment and Retention, Teacher Collaboration, Career Preparation /Orientation	Tier 1	Implement	08/27/2018	06/01/2021	\$1300	General Fund	New teachers and mentoring staff



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Activity - Cohort (PLC) Meetings	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will be given time to collaborate with peers who share the same goals, whether by teaching the same course, department level or teams who share common students.	Curriculum Development, Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	09/01/2016	06/01/2021	\$1000	General Fund	All teaching staff
Activity - Teambuilding/Informal Learning Communities	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will engage in teambuilding in a relaxed atmosphere that is more personal and less intimidating. Learning takes place through talking, discussions, observing others, trial and error, and collaboration, as well as mentoring opportunities. Staff will discuss opportunities, challenges, and the feelings related to them..	Policy and Process, Professional Learning, Recruitment and Retention	Tier 1	Implement	09/01/2018	06/01/2021	\$1000	General Fund	All Staff
Activity - Teacher-to-Teacher Collaboration	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will work in teams of 3 to observe and collaborate on teaching strengths.	Professional Learning, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation	Tier 1	Implement	09/01/2018	06/01/2021	\$1500	General Fund	Teachers who choose to participate

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### Other

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Analysis of standardized practice test results	Staff and students will analyze individual results to determine strengths and weaknesses for growth with a focus on NWEA/MAP testing.	Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$6000	All staff

### General Fund

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Tier 2 Staff Professional Learning	Tier 2 intervention strategies will be presented and provided to staff.	Professional Learning	Tier 2	Monitor	09/06/2016	06/01/2021	\$2000	All Teaching Staff
Student Assessment	Teachers will assess student learning periodically and compare student growth over time.	Monitor	Tier 3	Monitor	09/06/2016	06/01/2021	\$500	Selected staff
Cohort (PLC) Meetings	Teachers will be given time to collaborate with peers who share the same goals, whether by teaching the same course, department level or teams who share common students.	Curriculum Development, Professional Learning, Recruitment and Retention, Teacher Collaboration	Tier 1	Implement	09/01/2016	06/01/2021	\$1000	All teaching staff
Practice Standardized Test	All 11th grade students will take a practice standardized test. 9th and 10th graders will also complete a PSAT.	Monitor	Tier 1	Monitor	09/06/2016	06/01/2021	\$8000	All math teachers
Student Assessment	Teachers will assess student learning periodically and compare student growth over time.	Monitor	Tier 3	Monitor	09/06/2016	06/01/2021	\$500	Selected staff
Teacher Mentoring	New math teachers are scheduled into a cohort with experienced teachers and given support materials needed for success.	Professional Learning	Tier 1	Monitor	09/06/2016	06/01/2021	\$5600	Math Teachers

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PBIS	The standard approach to PBIS as a behavioral intervention includes: 1. Identify the expected behaviors, 2. Teach, model and practice what those behaviors look like, sound like, and feel like, 3. Specifically praise appropriate behavior with private or public acknowledgement, and 4. Measure outcome data to determine successes and barriers to reaching the desired goals.	Behavioral Support Program	Tier 1	Getting Ready	01/15/2018	06/30/2021	\$4000	All teachers and support staff
Practice standardized testing	All students will take a complete standardized test.	Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$8000	All Staff
Read 180	Students identified by lower lexile scores will be scheduled into this support program, where students receive individualized assistance in reading comprehension.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/01/2021	\$100	ELA instructors, counseling, administration
Professional Development	Teachers (excluding math) will engage in professional development regarding implementing SAT analysis writing into their curriculum. This includes strategies such as analyzing the provided reading prompt(s) for style, voice, bias, etc, and includes incorporating DOK into writing responses.	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/01/2021	\$500	All staff
Staff Survey	Teaching and support staff will be surveyed regarding their level(s) of MTSS Tier 2 implementation.	Monitor	Tier 1	Monitor	09/06/2016	06/01/2021	\$100	Teaching & support staff
Analysis/review of Student Rhetorical Analysis Writings XXXX	Teachers will review/evaluate data for each student's rhetorical analysis writings over the semester/year, including analyzing the DOK as connected to Core Curriculum.	Monitor	Tier 1	Getting Ready	09/01/2016	06/01/2021	\$100	All teaching staff (excepting math department)
New Teacher Support	New teachers (1-4 years) will be supported through an extensive program involving orientation, mentoring, advisory meetings and establishing collaborative networks.	Recruitment and Retention, Teacher Collaboration, Career Preparation /Orientation	Tier 1	Implement	08/27/2018	06/01/2021	\$1300	New teachers and mentoring staff
Credit Recovery	Students participate in a self-paced, online instructional program to recover lost core class credit.	Academic Support Program	Tier 2	Implement	09/06/2016	06/01/2021	\$1000	Select Teachers
Restorative Justice	Restorative justice empowers students to resolve conflicts on their own and in small groups. All members of the school community can learn and practice self-discipline, empathy, and accountability.	Behavioral Support Program	Tier 1	Getting Ready	09/05/2017	06/01/2021	\$10000	All staff will participate.

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Professional Development	Teachers will participate in training to increase the effectiveness of each activity implemented.	Professional Learning	Tier 3	Implement	09/06/2016	06/01/2021	\$1000	Selected staff
Professional Development	Programs will be identified to participate and be trained to increase the effectiveness of teachers to lead activities.	Professional Learning	Tier 1	Implement	09/06/2016	06/01/2021	\$800	All staff
Leadership Class	Students enrolled in this course engage in community events and organize school cultural events to include all students/faculty.	Direct Instruction	Tier 1	Implement	09/01/2015	06/01/2021	\$10000	Leadership instructor, administration
Cohort PLCs	Departments (&/or staff teaching the same course) will analyze and evaluate the interventions effectiveness and results.	Evaluation	Tier 1	Evaluate	09/06/2016	06/01/2021	\$100	Teaching and support staff
Teacher-to-Teacher Collaboration	Teachers will work in teams of 3 to observe and collaborate on teaching strengths.	Professional Learning, Academic Support Program, Teacher Collaboration, Career Preparation /Orientation	Tier 1	Implement	09/01/2018	06/01/2021	\$1500	Teachers who choose to participate
Student Assessment	Teachers will assess student learning periodically and compare student growth over time.	Monitor	Tier 1	Monitor	09/06/2016	06/01/2021	\$100	All staff
Teambuilding/Informal Learning Communities	Staff will engage in teambuilding in a relaxed atmosphere that is more personal and less intimidating. Learning takes place through talking, discussions, observing others, trial and error, and collaboration, as well as mentoring opportunities. Staff will discuss opportunities, challenges, and the feelings related to them..	Policy and Process, Professional Learning, Recruitment and Retention	Tier 1	Implement	09/01/2018	06/01/2021	\$1000	All Staff
Credit Recovery	Students who failed to receive credit for any core course may be scheduled into Credit Recovery.	Academic Support Program	Tier 2	Monitor	09/06/2016	06/01/2021	\$100	Subject area teachers, counseling, administration
Link Crew	Link crew is a mentoring program between older and younger students to help them navigate the cultural expectations in our school	Behavioral Support Program	Tier 1	Implement	09/01/2016	06/01/2021	\$1500	Link Crew coordinators
Credit Recovery	Students who failed to receive credit for a core course may be scheduled into Credit Recovery.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/01/2021	\$1000	Credit recovery instructors, counselors, administration
Professional Development	Teachers may participate in training to increase the effectiveness of each activity implemented	Professional Learning	Tier 1	Getting Ready	09/06/2016	06/01/2021	\$500	Selected staff

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**No Funding Required**

Activity Name	Activity Description	Activity Type	Tier	Phase	Begin Date	End Date	Resource Assigned	Staff Responsible
Special Education Classes	Students who receive special education services for reading are scheduled into Special Education classes.	Academic Support Program	Tier 3		09/06/2016	06/01/2021	\$0	Special Education instructors, counselors and administration
Co-taught classes	Students who receive special education services and low proficiency general education students are scheduled into a co-taught class. Classes are led by a Subject area teacher and a Special Education teacher.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/01/2021	\$0	Subject area teachers, special education teachers, counseling, administration
Evaluating MTSSXXX	Administration will collect data on fidelity of implementation of tier 2 strategies.	Evaluation	Tier 2	Evaluate	09/02/2014	06/01/2021	\$0	administration
Tier 1 & Tier 2 Classroom Interventions	Teachers will implement Tier 1 and Tier 2 interventions based on individual student needs as assessed.	Implementation	Tier 2	Monitor	09/02/2014	06/01/2021	\$0	All Teaching Staff
Close and Critical Reading (CCR)	Instructional staff will use Close and Critical Reading (CCR) strategies.	Direct Instruction	Tier 1	Implement	08/28/2017	06/01/2021	\$0	All Teaching Staff
Co-taught Classes	A classroom structure incorporating a special education teacher and a general education teacher to meet the needs of struggling learners.	Direct Instruction	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	select teachers
Administer and Analyze PSAT and NWEA/MAP tests	All 9th & 10th grade students will take the PSAT and NWEA/MAP tests and individual test results will be analyzed to direct/inform staff instruction.	Evaluation, Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$0	All Staff
Classroom Instruction that Works (CITW)	Implement CITW strategies into their reading instructional practice to increase student engagement and learning.	Direct Instruction	Tier 1	Implement	09/05/2017	06/01/2021	\$0	All Teaching Staff
Monitoring fidelity of implementation	Administrators will conduct walkthroughs to collect data on the fidelity of tier 2 intervention implementations.	Monitor	Tier 2	Evaluate	09/06/2016	06/01/2021	\$0	Administration
Read 180	Students identified by lower Lexile scores will be scheduled into this support program, where students receive individualized assistance in writing.	Academic Support Program	Tier 3	Monitor	09/06/2016	06/30/2020	\$0	ELA instructors, counseling, and administration.

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Tier 2 classroom interventions	Teachers will implement tier 2 interventions based on individual student need.	Implementation	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	teaching staff
Cooperative learning strategies	Instructional staff will implement Kagan cooperative learning strategies.	Direct Instruction	Tier 1	Implement	08/28/2017	06/01/2021	\$0	All Teaching Staff
Analysis of Practice Test Data	Math teachers will analyze student performance data in order to focus future instruction.	Academic Support Program	Tier 1	Monitor	09/06/2016	06/01/2021	\$0	Math teachers
Practice Standardized Test X	All 9th grade students will take a PSAT.	Monitor	Tier 1	Monitor	03/04/2014	06/01/2021	\$0	All Staff
Algebra 1 and Geometry focus classes	Students are given an extra hour of support and practice of concepts addressed in their regular math hour.	Direct Instruction	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	select staff
Standardized-Style Practice and Assessment	Individual teachers will regularly incorporate standardized-style questions for student practice.	Implementation	Tier 1	Implement	09/06/2016	06/01/2021	\$0	Math teachers
Tier 2 staff professional learning	New teachers will be provided training in MTSS strategies and activities. Veteran teachers will be encouraged to attend training as they feel the need to sharpen skills.	Getting Ready	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	teaching Staff
Algebra 2 over 2	This is a course that allows students to complete their Algebra 2 credit over two full school years rather than the regular 1 year.	Direct Instruction	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	select math teachers
Tier 2 classroom interventions	Teachers will implement Tier 2 interventions based on data analysis to identify individual student needs.	Implementation	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	All Staff
Evaluating MTSS	Administration will collect data on use and success of Tier 1 and Tier 2 strategies.	Evaluation	Tier 2	Evaluate	09/06/2016	06/01/2021	\$0	Administration
Tier 2 Staff Professional Learning	Tier 2 intervention strategies will be presented/provided to staff.	Professional Learning	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	All staff
Monitoring fidelity of implementation	Administrators will conduct walkthroughs to collect data on the fidelity of tier 1 and tier 2 intervention implementations.	Monitor	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	administration
Co-taught classes	Special education students and low proficiency general education students are scheduled into a co-taught class. Classes are led by a subject area teacher and a special education teacher.	Academic Support Program	Tier 2	Monitor	09/06/2016	06/01/2021	\$0	Subject area teacher, special education teachers, counseling, and administration.