



Blake J. Prewitt Ed.S.
 Superintendent
 15 Arbor Street
 Battle Creek, MI 49015

Equity

All staff will be culturally competent and responsive...

Objective	District	Elementary	LMS	LHS
<p><i>All staff will engage in professional learning about race and equity to be able to apply this learning in their individual instructional practice and at a system level, to interrupt and dismantle inequitable systems... The individual learning will include adjusting instructional practices in one or more of the following ways, based on collective learning and self-awareness of ... A shared understanding of the meaning of equity their own and others' racial and cultural identities the impact of colorblindness, an understanding of the history of inequities in education and communities the impact of implicit bias and microaggressions on instruction and student achievement</i></p>	<ul style="list-style-type: none"> - Opening day PD - Half day PD - PLC documentation to include equity focus - Evaluation to include equity focus - Great Lakes Equity Audit - Evaluation of IB program - Staff committee for classroom environment (furniture, etc...) 	<p>Same as district</p>	<p>-Every teacher will receive training in Restorative Practices with equity embedded</p>	<ul style="list-style-type: none"> - Consistent PLC expectations around equity team process goal - Student and staff survey



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Knowledgeable Citizens

All students will be proficient in reading and math...

Objective	District	Elementary	LMS	LHS
<p>Data will be used to develop individual student plans that will be monitored by the PLC's monthly in order to reach student growth target and increase proficiency by 10%.</p>	<ul style="list-style-type: none"> -NWEA Individual Plans developed will show student growth -M-Step and PSAT will show student growth of 10% - Use of computer adapted programs will show student growth (Khan Academy, etc...) 	<ul style="list-style-type: none"> - Monitor Tier 1 and small group instruction - Learning targets written in student friendly language and posted daily - Instructional coach support - District writing prompts 3x a year 	<ul style="list-style-type: none"> -All teachers will have individual student growth plans for NWEA in math and reading - Student growth will be monitored every 2 to 3 weeks - M-Step and PSAT will show student growth of 10% 	<ul style="list-style-type: none"> - Setting goals with SAT/PSAT data - Self evaluation to set goals with Instructional Team Leaders



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Healthy Citizens

A comprehensive Multi-Tiered System of Support will be in place to build and measure student resiliency

Objective	District	Elementary	LMS	LHS
Restorative Practices will be implemented in all classrooms in order to create a positive classroom culture (5-8)	- Support of RP implementation through C/I Dept	- Implementation through PBIS	-Safer Saner Schools -Circles -Affective Questions	- Continued work around affective questions and circles
PBIS system will be developed and implemented in order to create a positive building culture/environment (5-8).	- Support of implementation through C/I Dept	- MTSS and PBIS teams will analyze data weekly - System to celebrate success (collective and individual)	- Development of PBIS team to reduce discipline referrals, increase attendance, increase restorative practices, and create common expectations	- Development of PBIS team and implementation of TFI assessment



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Responsible Citizens

Student growth data will show a closing of the achievement gap for African American students...

Objective	District	Elementary	LMS	LHS
AA students will be identified to provide math/ELA interventions to close the gap by 10%	<ul style="list-style-type: none"> - African American Parent Network - AACL at risk program - Monthly data review with all principals 	<ul style="list-style-type: none"> - Monitor Tier 1 and small group instruction - Learning targets written in student friendly language and posted daily - Instructional coach support - District writing prompts 3x a year 	<ul style="list-style-type: none"> -Identify through the Child Study process, monitor through the PLC process, and access through NWEA 	<ul style="list-style-type: none"> - SMART goal data tracked by ethnicity - PBIS review of discipline data in SWIS



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Safety

We will develop and implement a district wide crisis response program

Objective	District	Elementary	LMS	LHS
<p>All schools and district will have an updated crisis plan, and practice schedule based upon current best practices in school safety</p>	<ul style="list-style-type: none"> - Implement Raptor system - Crisis training for all staff with SEC - Practice evacuation for all schools - Updated cameras and door entry systems for all buildings - Community security updates/study sessions - Visitor security system implemented 	<ul style="list-style-type: none"> - Provide PD to all staff on implicit bias. - Provide PD to all staff on the history of racism. - Provide PD to all staff on microaggressions. - Provide PD to all staff on the definition of equity. 	<ul style="list-style-type: none"> - Safer Saner Schools - Behavior Support program 	<ul style="list-style-type: none"> - Behavior Support program