

# Wexford-Missaukee Intermediate School District

*2010-2013*

## *SCHOOL IMPROVEMENT PLAN*

[www.wmisd.org](http://www.wmisd.org)



*"Helping Schools  
Help Students"*

Serving  
Cadillac, Lake  
City, Manton,  
Marion,  
McBain  
Mesick and  
Pine River

*A vital component of Michigan's public education system, Wexford-Missaukee Intermediate School District is one of fifty-seven intermediate school districts in Michigan — established by legislative action in 1962 to assist local community school districts in the delivery of education to their communities based on local school district needs. The intent of that action was to establish regional districts which would share information between the Michigan Department of Education and local districts.*



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## **School Districts Serviced By Wexford-Missaukee Intermediate School District**

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- ◆ Cadillac Area Public Schools
- ◆ Lake City Area Schools
- ◆ Manton Consolidated Schools
- ◆ Marion Public Schools
- ◆ McBain Rural Agricultural Schools
- ◆ Mesick Consolidated Schools
- ◆ Pine River Area Schools
- ◆ All Parochial Schools within WMISD

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## **Wexford-Missaukee Intermediate School District Board of Education**

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**William Sparks, President**

Mesick Consolidated Schools

**Garold Koester, Vice President**

Cadillac Area Public Schools

**Chris McCrimmon, Treasurer**

Marion Public Schools

**Dean Smallegan, Secretary**

McBain Rural Agricultural Schools

**Harold Kibbe, Trustee**

Manton Consolidated Schools

**Daryl Morr, Trustee**

Pine River Area Schools

**Jacqueline Ruppel, Trustee**

Lake City Area Schools

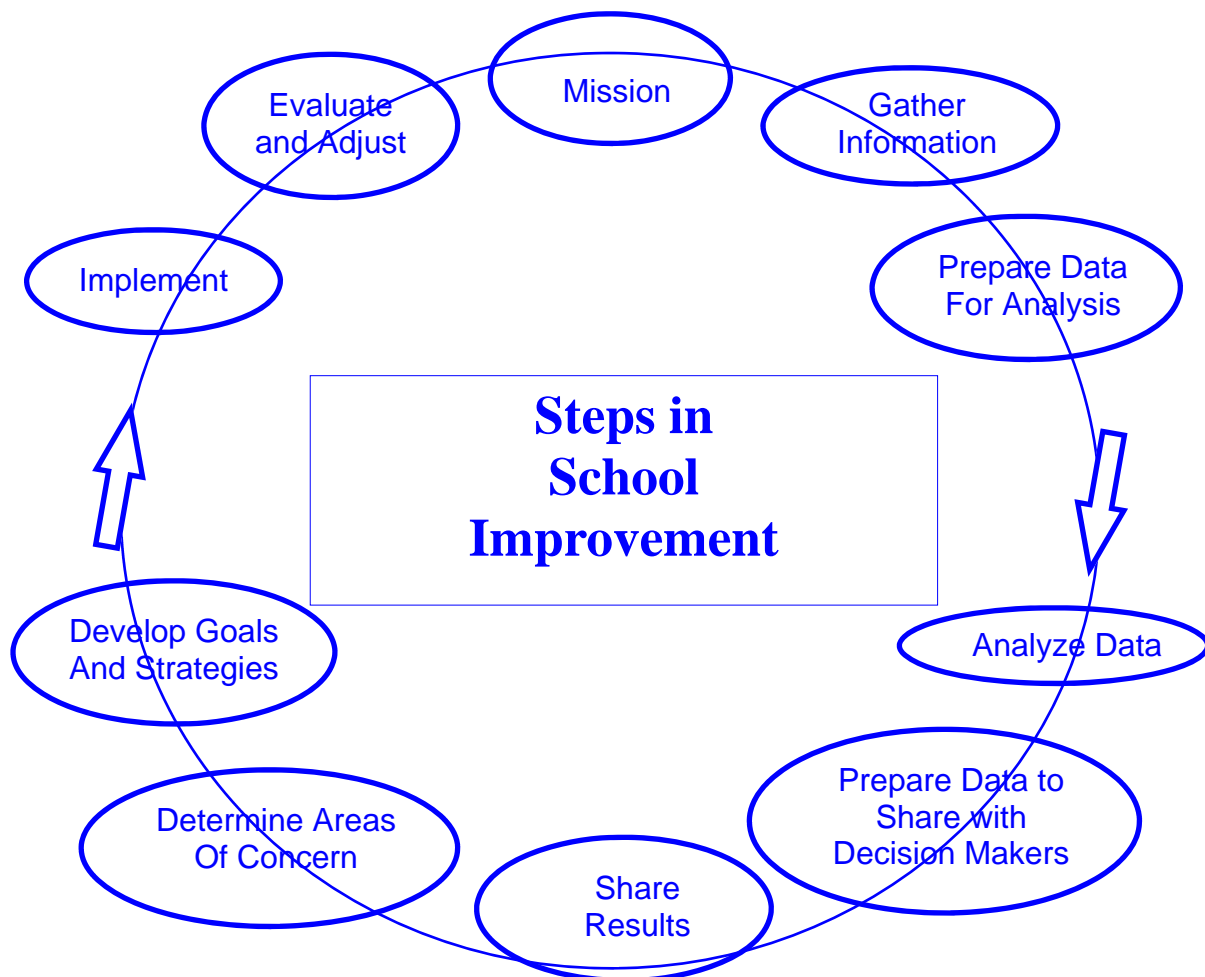
# Wexford-Missaukee Intermediate School District School Improvement Organization Plan Development

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## District School Improvement Committee

The individuals listed below are invited and allowed to voluntarily participate in planning, development, implementation and evaluation of the districts' school improvement plans.

- Scott Crosby
  - Karen Mlcek
  - Tom Armstrong
  - Peggy Smith
  - Sara Schamanek
  - Tim Rigling
  - Lisa Bannon
  - Charles Schwarz
  - Stakeholders (see below)
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# Mission Statement

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The mission of the Wexford-Missaukee Intermediate School District is to provide high quality educational and support services requested by its constituent local districts whereby each district can more effectively meet the educational needs of its students and citizens.

## Vision

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Wexford-Missaukee Intermediate School District will support students, parents, teachers and administrators with aligned, researched-based programs, professional development, services and resources through a system that is both personal and digital (anywhere, anytime).

## Values/Behaviors

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In order to advance our Mission and Vision, we will:

- Provide an inviting environment for students, parents, teachers and administrators. An environment with clear expectations and specific, articulated goals.
- Help all students, teachers, parents and administrators achieve the intended outcomes of the core curriculum by addressing their individual needs and learning styles.
- Use methods of assessment that enable us to monitor the learning of individual students, parents, teachers and administrators.
- Monitor the results of individual and collective efforts and use evidence of results to guide our processes of continuous improvement.
- Promote a positive school climate by modeling the qualities and characteristics that we hope to instill in our students, parents, teachers and administrators.
- Involve parents in the education of their children by keeping them informed of student progress, providing educational opportunities and offering suggestions for assisting their students.
- We will work collaboratively in developing programs, services, instructional strategies, designing methods of assessment and advancing the vision of WMISD and local school districts.

# Board Goal Statements

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The goal of the Wexford-Missaukee Intermediate School District is to improve educational achievement of all students through effective evaluation and assessment of programs.

1. Develop a comprehensive support system to improve teaching and learning standards for higher student success.
2. Provide quality support services to local school districts to address state, local and federal mandates.
3. Provide policy support and financial support to ensure continuous progress in school improvement.
4. Increase Board involvement with federal, state and local initiatives focusing upon education.
5. Provide linkages with local, regional and state service providers that will enhance quality, improve efficiency and bring economy of school operations.

## Board Smart Goals

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1. Within 3 – 5 years all K-12 buildings will be aligned and implement the Common Core State Standards (CCSS).
2. Within 3 – 5 years all children within WMISD service area will demonstrate growth (MDE definition) to meet the needs of the Common Core State Standards.
3. Within 3 – 5 years WMISD will review existing systems and implement measures to gain efficiency, quality, and economy of the school operations (transportation, food services, purchasing, common software, etc.).
  - a. LEAS
  - b. Regional
  - c. Statewide
  - d. Consortium
4. Within 3—5 years WMISD will provide ongoing support for local district implementation of Race to the Top initiatives in the following areas:
  - a. Student Growth Models
  - b. Teacher and Administrative Evaluation
  - c. Merit Pay
  - d. Alternative Certification

Data used to determine goals are based on the following information:

1. MEAP and WMISD Common Assessment trend line data was used to determine achievement needs (Math—middle and high school alignment and content training for teachers).
2. MAISA document entitled “The Mission, Role, and Services of Michigan’s Intermediate School Districts”. Assessed needs indicate increased support with cooperative services.
3. Wexford-Missaukee Intermediate School District Essential Services Informal Audit - May 2002.
4. Local District’s School Improvement Plans. LEA’s school improvement plans indicate the need to train teachers in reading strategies.
5. No Child Left Behind and HS Reform Legislation. These pieces of legislation are complex and local districts need information, resources and support to implement.
6. AYP report card data was reviewed. We found that all buildings made AYP with the exception of one alternative education school building. We are working with that building to improve achievement performance.
7. Early childhood data indicated a gap in all students having an early childhood education experience.

# Family Involvement

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Parents and families are invited into the classrooms at least annually. WMISD provides opportunities for parent input in the following ways:

- Special Education and Career Technical Center has open houses to encourage parent participation
- Early-On has multiple family initiatives
- IEPs
- Parent support groups
- DADS group
- EDP developed with parents involved
- Career Technical Center parent survey

<http://wmweb.wmisd.org/ge/es/pc/default.aspx>

## Role of adult and community education, libraries and community colleges in the learning community

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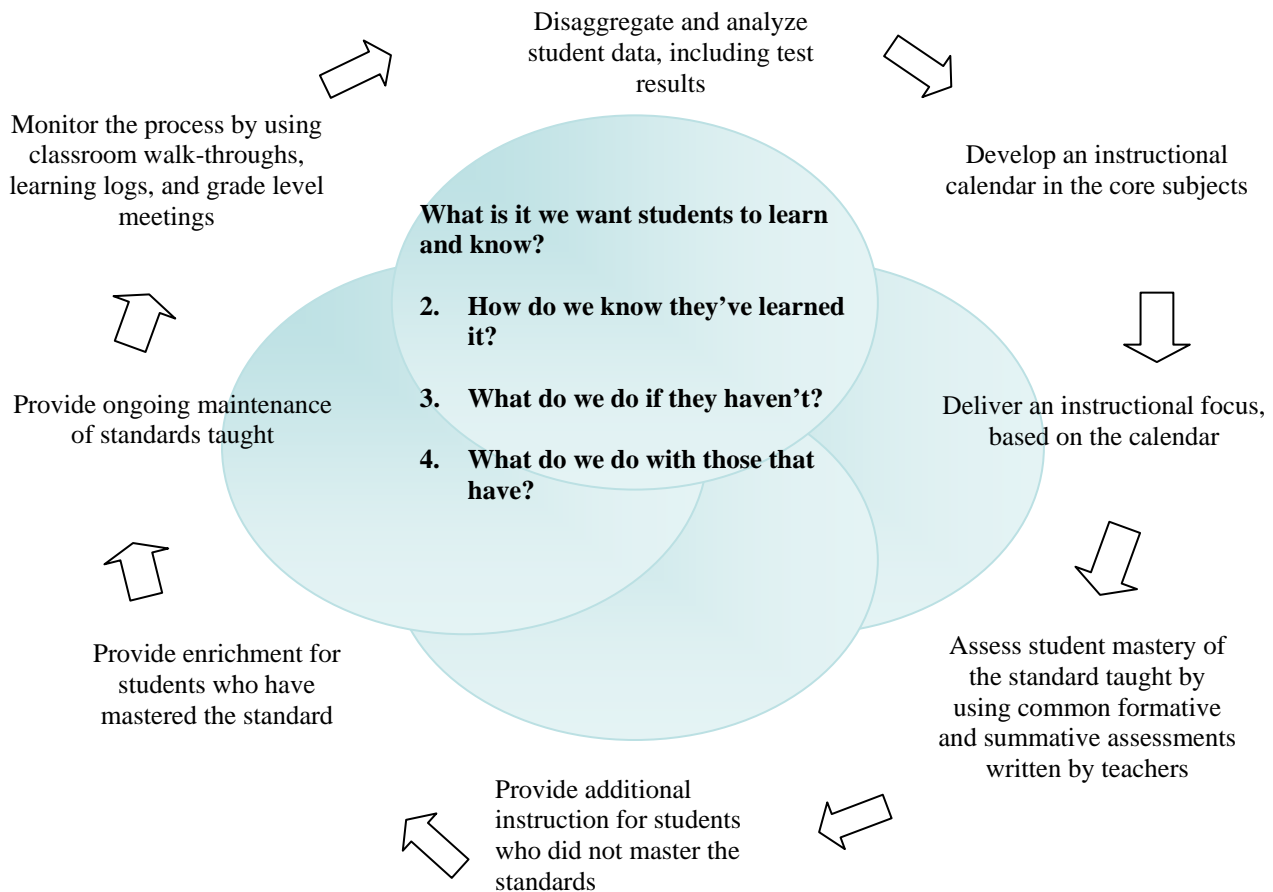
We support adult and community education through a partnership with Cadillac Area Public Schools. We provide space and support the adult staff and administrators through informational meetings.

We collaborate with the local public school and community libraries through our REMC 2 South services. We provide information through monthly meetings, we have included the community libraries in grants and provided support with technology planning.

We continue to collaborate with colleges and universities to provide postgraduate coursework for the purpose of providing advanced degrees and the continued development of qualified educators. We currently provide: educational leadership and a reading masters. We are also reviewing the Highly Qualified teacher Federal Legislation through No Child Left Behind and assessing local teacher needs for compliance.

# Cycle for Curriculum Development

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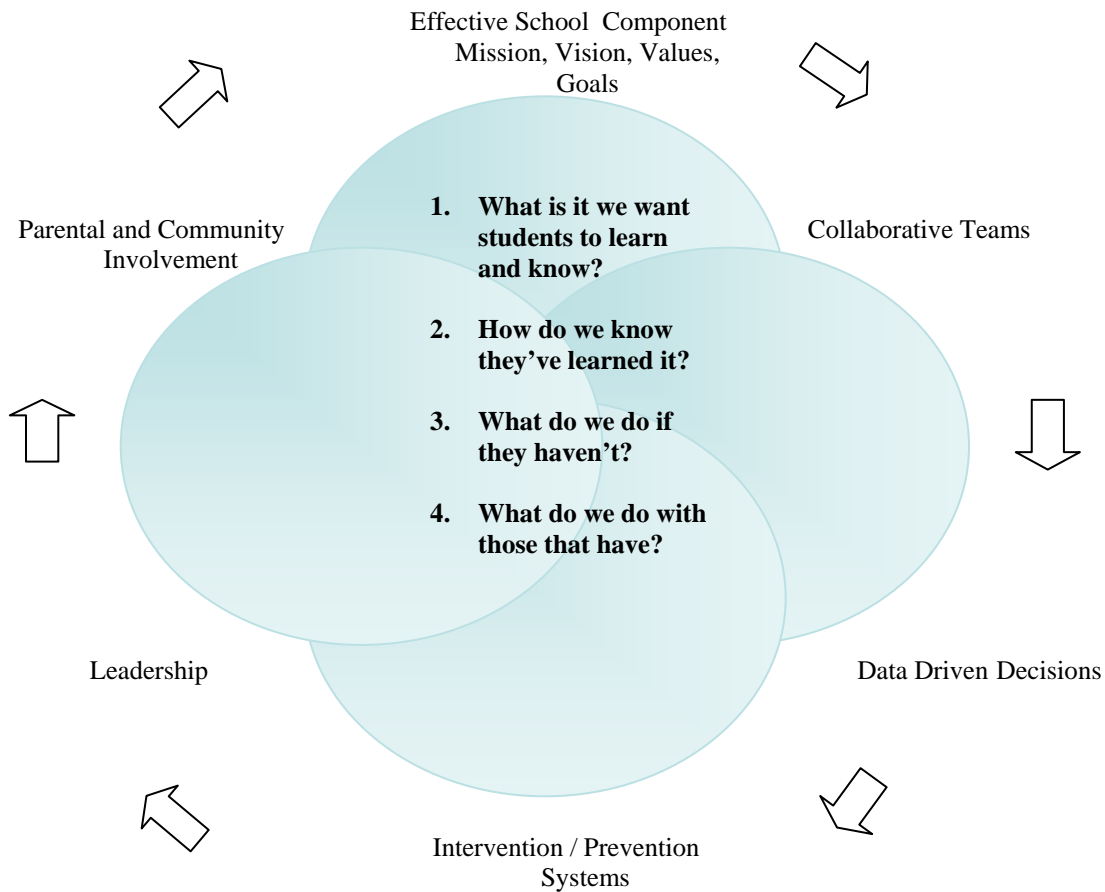
## Curriculum Development and Alignment

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School Improvement teams (Special Education, Career Technical Education and General Education) align curriculum with Michigan Curriculum Frameworks, grade level content expectations and high school content expectations. General Education has worked with local districts with the standards, benchmarks, alignment, curriculum maps, gap analysis and assessment. Assessment pacing guides as well as annual and quarterly Progress CHECK Assessments were developed and implemented. A common curriculum review cycle has been developed and agreed upon. This has been implemented across seven local districts.

Special Education provides support for core curriculum alignment through training and support services. The Career Technical Center provides Career Pathway support and integration of Michigan high school graduation components through highly-qualified professional staff members.

# Cycle for Effective Schools



## Coordination of Resources

WMISD utilizes local, state and federal funds to provide programs and services for our school districts, teachers, parents, students and administrators.

Activity	Funding	Evidence	Comments
PD and support for core curriculum	Funding Section 81 grants will support the staff development listed on WMISD web site.	List of materials available on web site and REMC's online catalog.	WMISD adds to the material resource center for educators utilization.
Technology support for Internet	Durant Funds, grants, General Education funds and USF Reimbursement.	Bills for Internet connections, activity reports of usage, etc.	WMISD pays for Internet service costs.
Special Education support for the operation of LEA special education classrooms	Act 18 Special Education Millage and ARRA funding for 2009-10 and 2010-11.	LEA and WMISD audits, distribution spreadsheets, etc.	WMISD helps to reimburse some of LEA costs of special education.
Math Science Center	Section 99 Grant HSMASS Grant Funds Algebra for All Grant WMISD General Education	Training dates, flyers, evaluations, sign-in sheets and expenditure reports.	WMISD fiscals the Manistee, Wexford-Missaukee Regional Math/Science Center

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4. Increase Board involvement with federal, state and local initiatives focusing upon education.
5. Provide linkages with local, regional and state service providers that will enhance quality, improve efficiency and bring economy of school operations.

# Alignment Action Form

Name of the Team: WMISD School Improvement Team

Meeting Date:

Goal	Steps to Reach Goal	When? Timeline	Who? Person Responsible	Evidence of Success/Data
<b>Within 3-5 years, all K-12 school buildings will be aligned and implement the National Core Standards</b>	Coordinate Rollout of Common Core Standards	Fall 2010	General Education	All Districts Send Representation to Rollout
	Hire Highly Qualified Math Teacher to Support CTC Programs	Summer 2010	CTC	Align CTC Programs with New Standards
	Review Alignment between Content Expectations and Common Core	2010-11	All Departments	Alignment Documents Posted on Website
	Realign Resources and Assessments	2011-12	All Departments	Documents Posted on Website
	Transition Pacing to Unit Assessments (Math, Science, Social Studies)	2012-2013	General Education	Units Developed with Appropriate Assessments

# Growth Action Plan

Name of the Team: WMISD School Improvement Team

Meeting Date:

Goal	Steps to Reach Goal	When? Timeline	By Whom? Person Responsible	Evidence of Success/Data
<b>Within 3-5 years, all children within WMISD service area will demonstrate growth (MDE definition) to meet the needs of the new National Core Standards</b>	Discuss Common Core Requirements in Common Curriculum Review	2010-15	General Education Staff	Report from Curriculum Review Team
	Train LEA Staff To Use Data Director to Monitor Student Growth (MEAP & MME Data)	2011-12	All Departments	Data Director use
	Monitor and Support Districts' Use of Data Director to Monitor Student Growth Through New Common Core Assessments	2012-15	General Education & Special Education	

# Collaborative Efficiency Action Plan

Name of the Team: WMISD School Improvement Team

Meeting Date:

Goal	Steps to Reach Goal	When? Timeline	Who? Person Responsible	Evidence of Success/Data
<b>Within 3-5 years WMISD will review existing systems and implement measures to gain efficiency, quality and economy of the school operations (transportation, food services, purchasing, common software, etc.)</b>	Develop a List of Current Collaborative Efforts	2010-2011	General Education	List of Collaborative Projects
	Develop a Collaboration Tool to be Used by All Staff Members to Make Informed Decisions (e.g., flow chart or rubric)	2010-2011	WMISD Administration	Finished Product Post on Website or Vault
	Support Implementation and Improve Efficiencies in Use of PowerSchool Across Districts	2010-2015	CTC & General Education	
	Use Collaboration "Review Tool" to Reassess Current and Future Projects	2010-2015	All Departments	
	Provide Coaching Training	2011-12		

# Race to the Top Action Plan

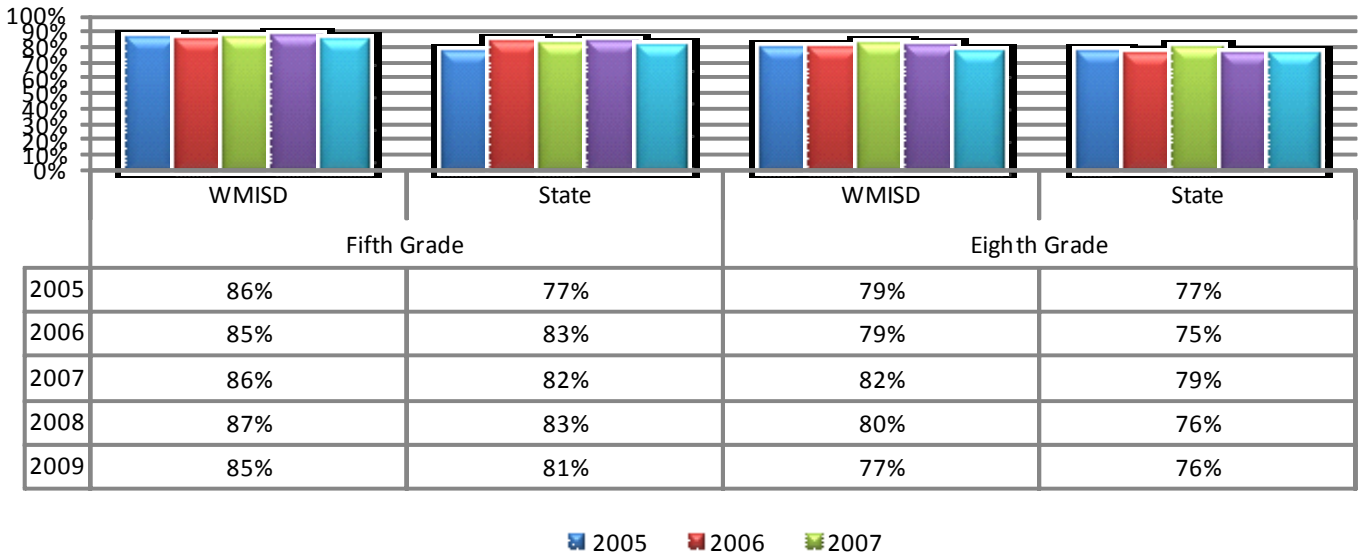
Name of the Team: WMISD School Improvement Team

Meeting Date:

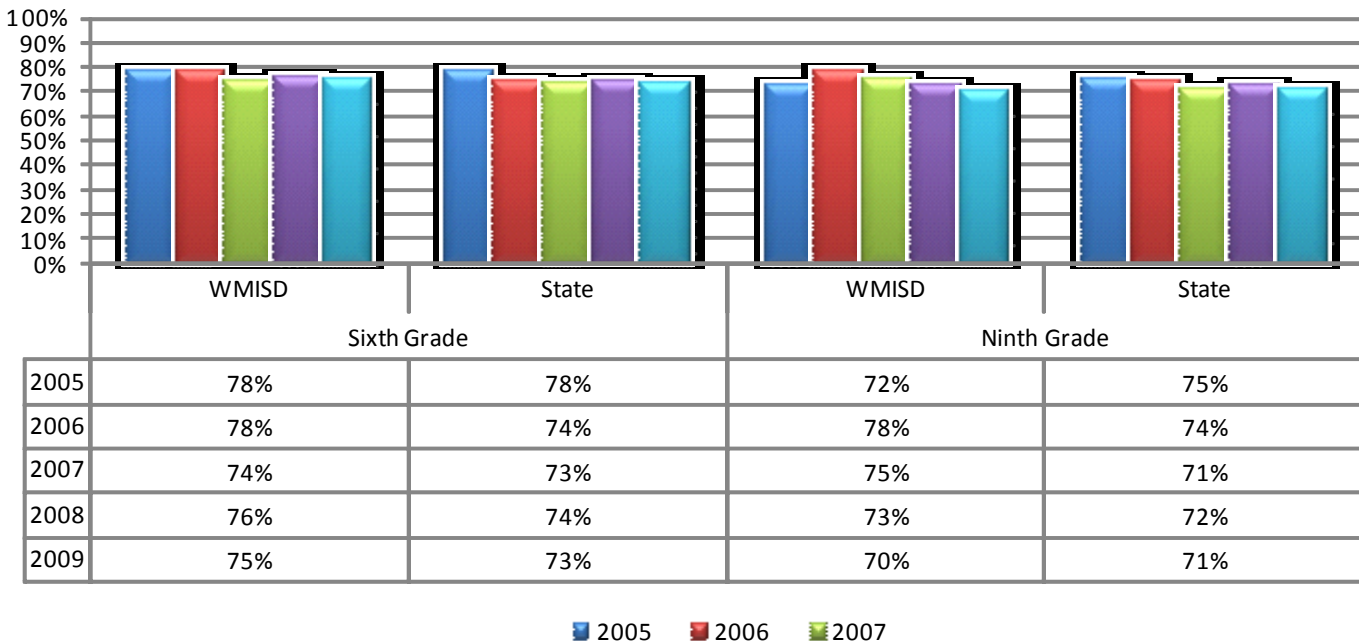
Goal	Steps to Reach Goal	When? Timeline	Who? Person Responsible	Evidence of Success/Data
<p><b>Within 3-5 years provide ongoing support for local district implementation of Race to the Top initiatives in the following areas:</b></p> <ul style="list-style-type: none"> <li>• <b>Teacher and Administrative Evaluation</b></li> <li>• <b>Merit Pay</b></li> <li>• <b>Alternative Certification</b></li> </ul>	<p>Provide Professional Development for Effective Teacher &amp; Administrator Evaluations</p>	<p>2010-2011</p>	<p>General Education Director</p>	<p>Administrator Attendance at PD</p>
	<p>Develop Webpage in Effective School Toolkit on RTTT Legislation</p>	<p>2010-2011</p>	<p>General Education Staff</p>	<p>Webpage</p>

# Wexford-Missaukee ISD MEAP Results

## Wexford-Missaukee ISD vs. State of Michigan MEAP Data Science Percent Proficient (Levels 1 & 2)

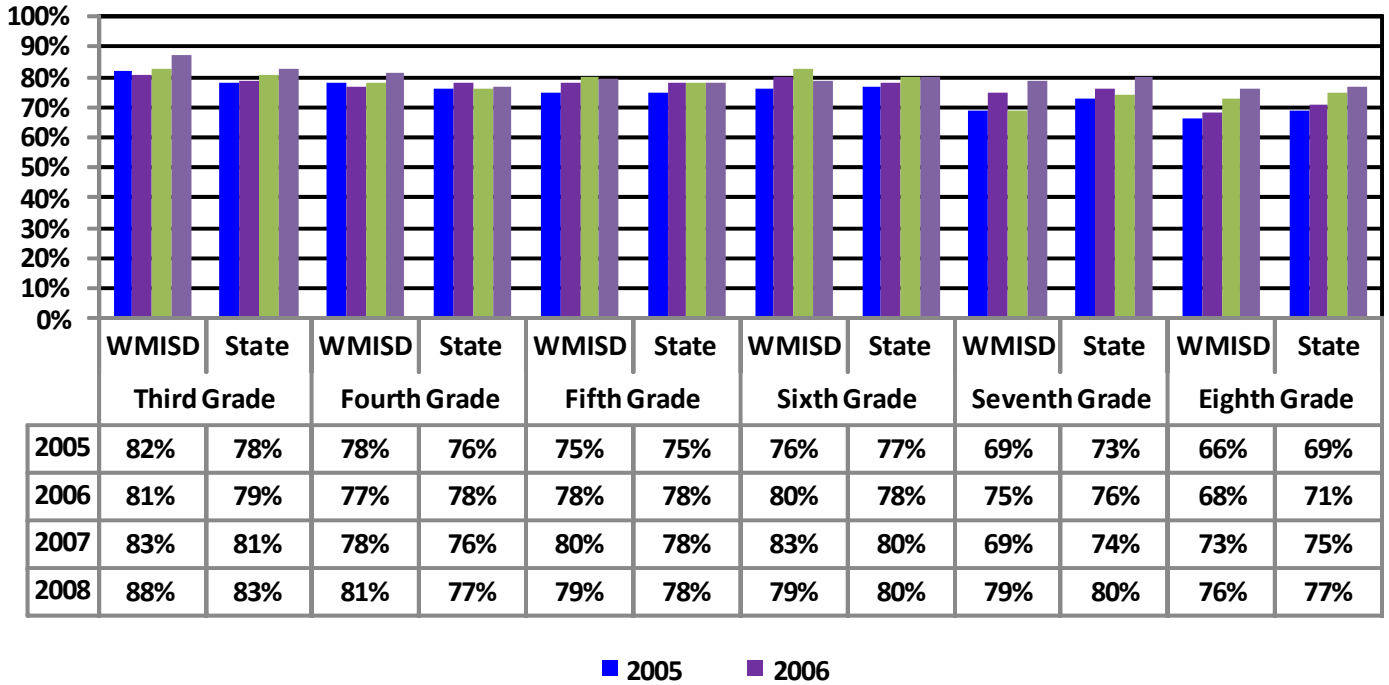


## Wexford-Missaukee ISD vs. State of Michigan MEAP Data Social Studies Percent Proficient (Levels 1 & 2)

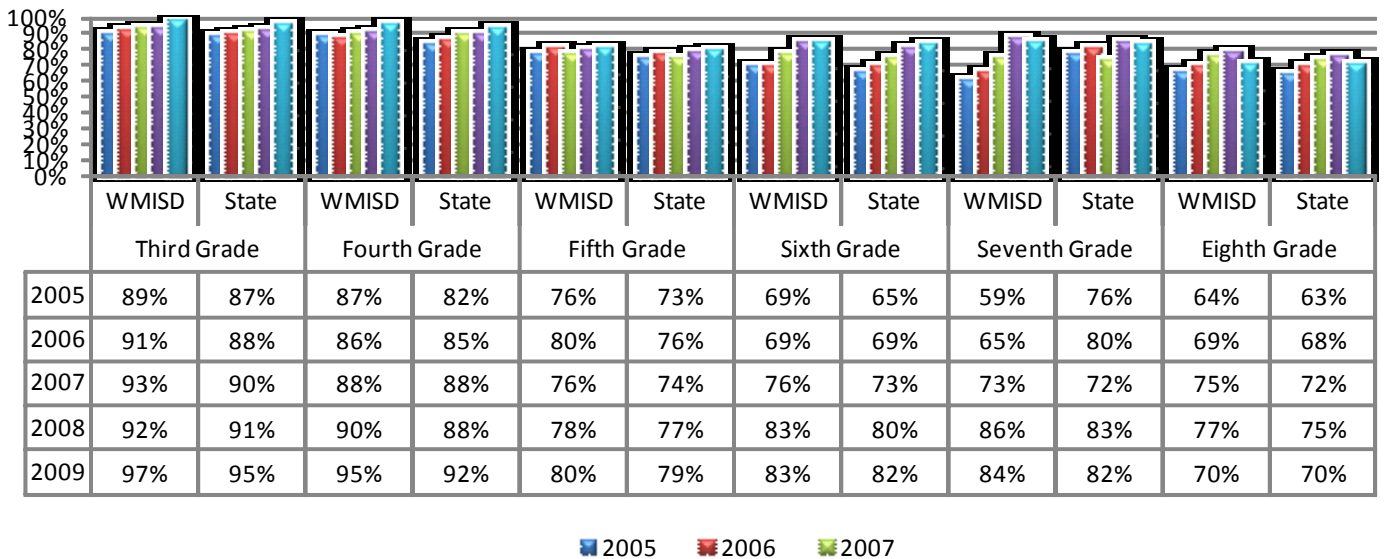


# Wexford-Missaukee ISD MEAP Results

**Wexford-Missaukee ISD vs. State of Michigan  
MEAP Data  
English Language Arts - Total ELA  
Percent Proficient (Levels 1 & 2)**



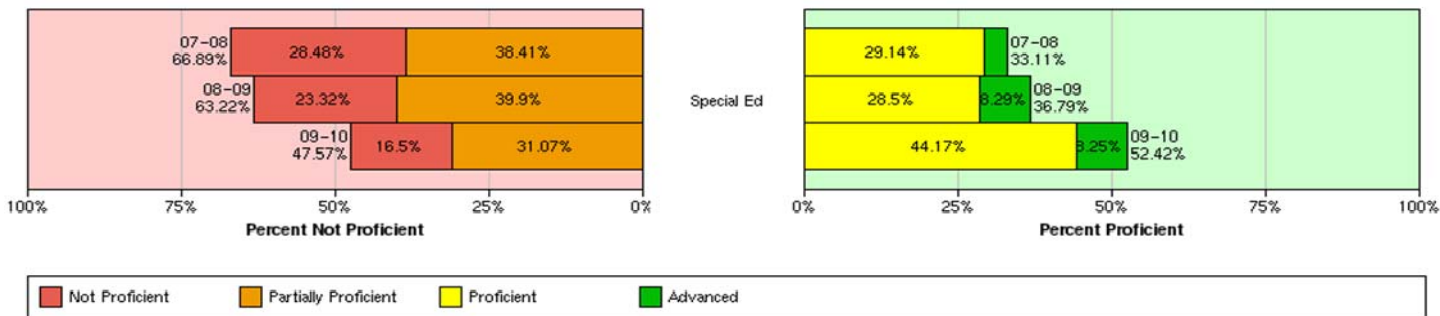
**Wexford-Missaukee ISD vs. State of Michigan  
MEAP Data  
Mathematics  
Percent Proficient (Levels 1 & 2)**



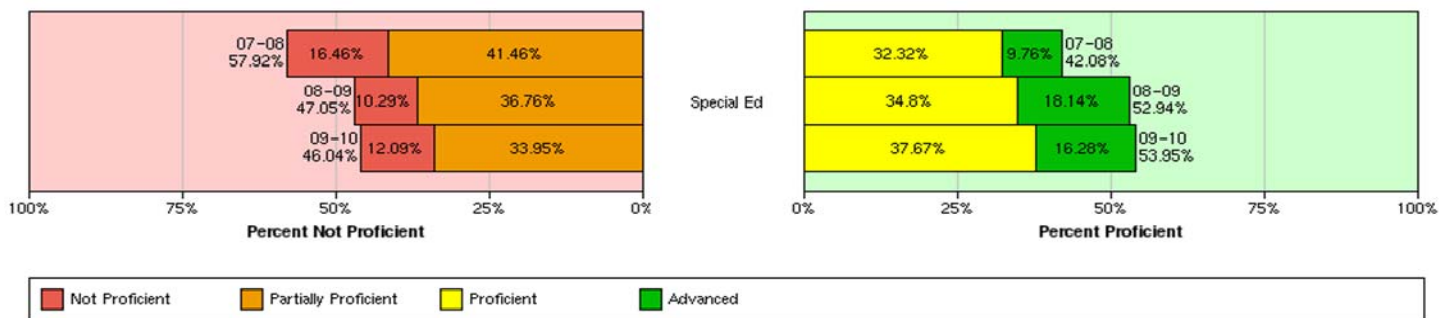
# Aggregate Student Achievement by Proficiency Levels by Subgroup

Wexford-Missaukee Intermediate School District  
 MEAP Test Results from Fall 2009  
 Three-Year Comparison Chart  
 Proficiency Levels of Special Education Students

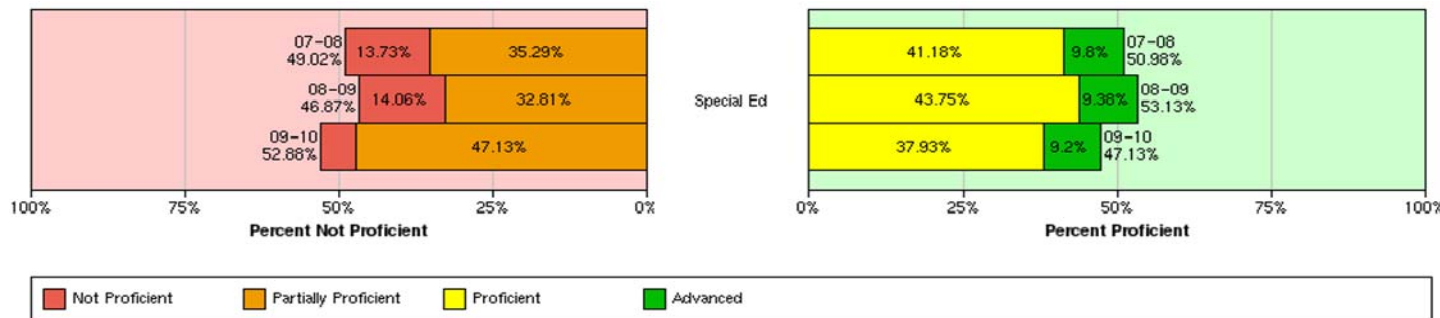
## English Language Reading



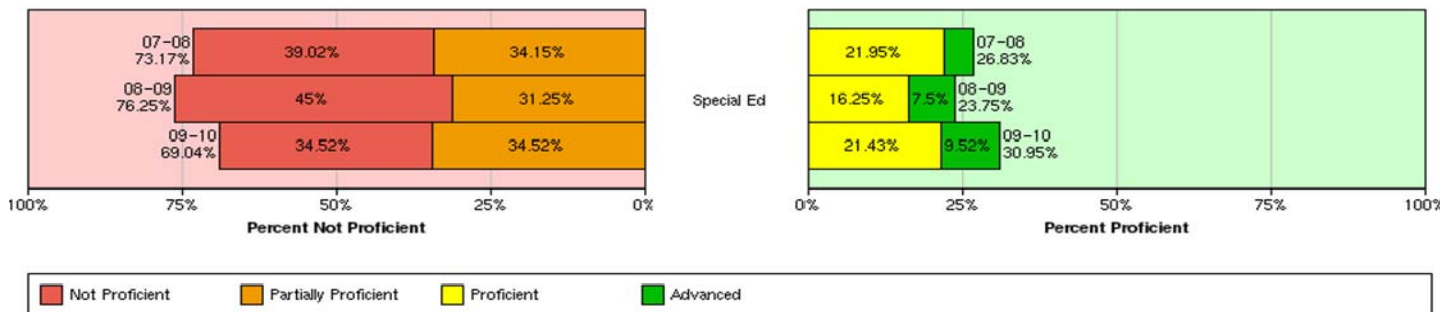
## Math



## Science



## History/Social Science



# DID YOU KNOW?

- ⊕ Wexford-Missaukee Intermediate School District is one of 57 Michigan ISD's
  - 34th in total number of students enrolled
  - 12th in number of school districts
  - 10th in geographic area (1,501 square miles)
  
- ⊕ Wexford-Missaukee Area Career Technical Center offers fourteen vocational programs and annually serves over 650 high school students from eight public schools and four parochial schools
  
- ⊕ Wexford-Missaukee Intermediate School District's Prevention Services reaches more than 40 different classrooms each year
  
- ⊕ Wexford-Missaukee Intermediate School District's Special Education serves over 1,300 students
  
- ⊕ Wexford-Missaukee Intermediate School District has one of the Michigan Regional Educational Media Centers (REMC 2 South) which houses an 11,000+ item collection of educational materials and circulates to over 1,800 educators and 22,000 students

# **Wexford-Missaukee Intermediate School District School Improvement**

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Over the years, the Wexford-Missaukee Intermediate School District School Improvement Team has taken steps to integrate the School Improvement Plan and process. Historically, the School Improvement Plan has been written in separate parts to accommodate separate departments. We have set a mission, a vision, values and goals, along with consideration of NCA/School Improvement Department goals. We have integrated the plan, set action steps, strategies, assessment, timelines and determined who is responsible to implement. We have all committees setting baseline data as they move into this integrated plan of action.

## **Wexford-Missaukee Intermediate School District**

**9907 East 13th Street  
Cadillac, MI 49601  
(231) 876-2265**

**[www.wmisd.org](http://www.wmisd.org)**

**Scott Crosby, Superintendent  
Karen Mlcek, Director of General Education  
David Cox, Director of Career Technical Center  
John Bretschneider, Director of Special Education  
Tom Armstrong, Director of Business Services**



### **Statement of Assurance**

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#### **NONDISCRIMINATION POLICY**

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disability Act of 1990, it is the policy of the Wexford-Missaukee Intermediate School District that no person shall, on the basis of race, color, religion, national origin or ancestry, gender, age, disability, age, height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to discrimination during any program or activity or in employment. For information, contact the Superintendent at 9907 E. 13<sup>th</sup> Street, Cadillac, MI, 49601 or (231) 876-2260.