

Sand Creek Community Schools

Michigan Integrated Continuous Improvement Process (MICIP) GOALS

**Creating a Culture of Continuous
Improvement**

School Improvement Process has changed

Old: School Improvement Teams (SIP and DIP)

New: District Implementation Team (DIT)
Building Implementation Team (BIT)

Old: School Improvement Teams submitted annually, each building separately; Superintendent submitted a combined district plan

New: MICIP – Michigan Integrated Continuous Improvement Process – DIT Team (members from both buildings)

MICIP / DIT Leadership Team

- **DIT – District Implementation Team**

- Elizabeth Frasle
- Maria Rozeboom
- Melissa Jodway
- Rachel Myers
- Abby Slusher
- Lara Baker
- Jodie Gilbert
- Sharon Smith
- John Peacock
- Jerry Dyson
- Amanda Ream

MICIP / BIT Leadership Team

BIT – Building Implementation Team

Elementary:

- Elizabeth Frasle
- Katie Griswold
- Maria Rozeboom
- Tammi Barr
- Amy Anderson
- Andrea Morgan
- Jodie Gilbert
- Lara Baker

MICIP / BIT Leadership Team

BIT – Building Implementation Team

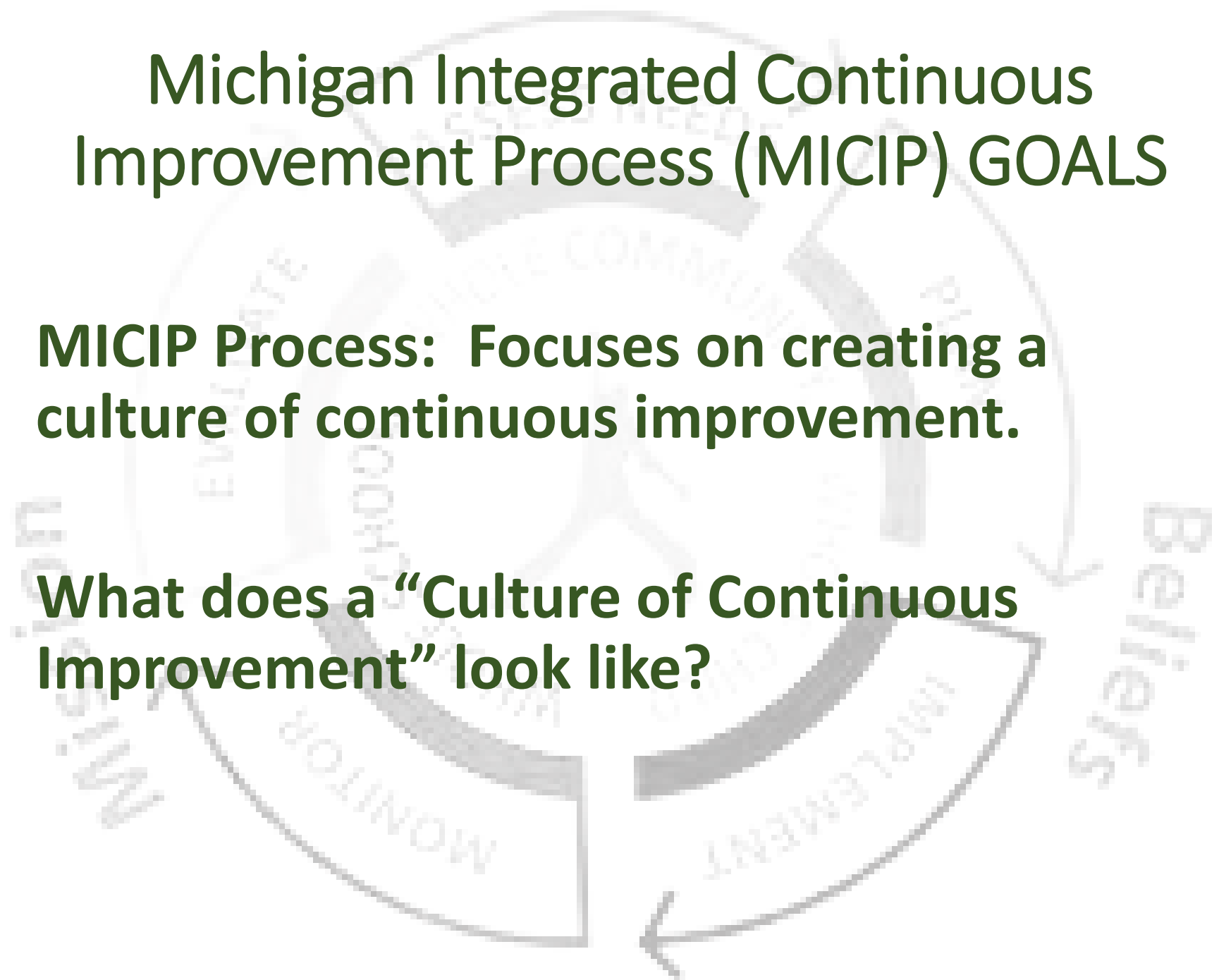
Jr./Sr. High School

- Rachel Myers
- Melissa Jodway
- Jason Frasle
- Jerry Dyson
- Erika Scheu-Millek
- Abby Slusher
- Sid Disbrow
- Kristen Ravin

Michigan Integrated Continuous Improvement Process (MICIP) GOALS

MICIP Process: Focuses on creating a culture of continuous improvement.

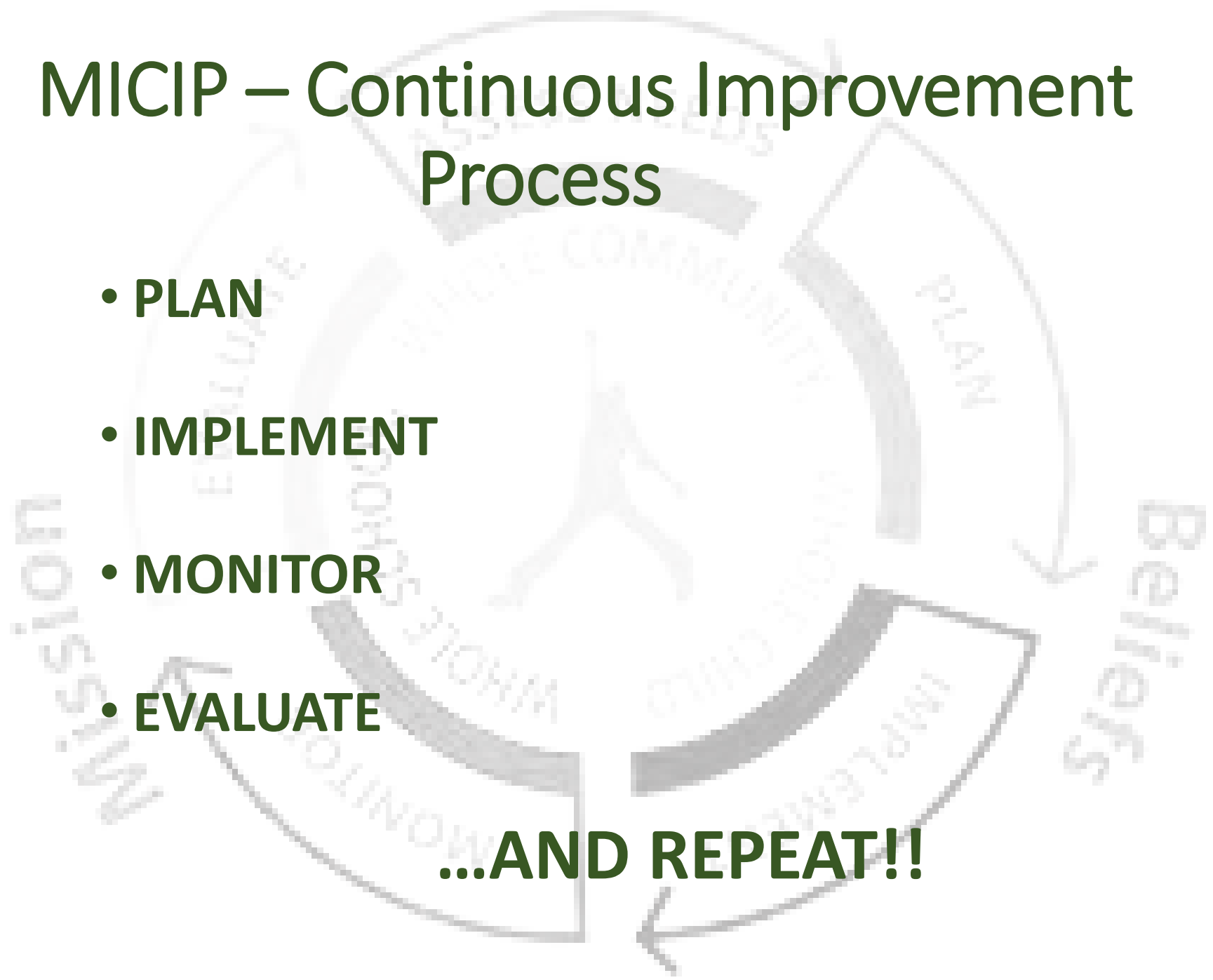
What does a “Culture of Continuous Improvement” look like?



MICIP – Continuous Improvement Process

- **PLAN**
- **IMPLEMENT**
- **MONITOR**
- **EVALUATE**

...AND REPEAT!!



What is Continuous Improvement?

When the bottle says
"wash, rinse, repeat"
but not when to stop



MICIP – Continuous Improvement Process –



The key to Continuous Improvement....

“NO STOPPING”



MICIP – Continuous Improvement Process – “No Stopping”

- **PLAN** – Identify Goals, along with Strategies and Activities
- **IMPLEMENT** – Put strategies and activities into place and begin implementing with fidelity
- **MONITOR** – Don't stick plan on shelf and forget about it till next update is due. Continual monitoring and checking on progress, success or barriers.
- **EVALUATE** – Data collection – included in MICIP plan
- **REPEAT** – Evaluate data, revisit or refine plan as needed –and repeat cycle.

MICIP – Continuous Improvement Process – “No Stopping”

What does a Culture of Continuous Improvement look like, in real life, at Sand Creek Schools?

- It does not stop.
- It continues evaluating, revisiting, refining and implementing with **fidelity**.
- Ensure goals, strategies and activities continue to meet the district’s needs.

MTSS Terms:

- Need– Fit – Resources – Evidence - Capacity –
Readiness

MICIP – Continuous Improvement Process – “No Stopping”

Now that we understand what it should look like, how do we implement, in real life, at Sand Creek Schools?

- Continually revisit through DIT and BIT team members with monthly and quarterly meetings
- Evaluate and monitor data; and change as needed
- Ensure strategies and activities are being implemented with fidelity
- Delay start, in-service days to evaluate data

MICIP – Continuous Improvement Process

What do our MICIP Goals look like?

- MICIP training and workday – DIT – Monday, January 30th
- The DIT took many of the initiatives we already have in place, or are putting in place, and used those to build on our current district-wide goal.
- We had this in our heads and plans; basically putting it all together into a ordered plan and flowchart

MICIP – Continuous Improvement Process

District-Wide Goal: Improve Student Academics and Behavior through Implementation of the MTSS Framework

“Whole Child ~ Whole School ~ Whole Community”

Strategies:

- MTSS/PBIS (Culture & Climate)
- Curriculum and Instruction
- SEL

Activities:

Under each Strategy are several activities we already have in place or are putting in place.

MICIP – Continuous Improvement Process

Strategies:

- MTSS/PBIS (Culture & Climate)
 - PBIS Coaches
 - Leadership Skills
 - PBIS - Across all areas – School day and extracurricular
 - Communication
 - DIT and BIT
 - Staff Meetings
 - Board Meetings
 - Newsletters & Videos
 - All-Staff Update
 - Website and Social Media
 - “Coffee with Superintendent”
 - Safety
 - Boot System
 - Threat Assessment Teams
 - SRO Grant
 - Cyber Security Team and Procedures
 - Critical Incident Mapping
 - Security Cameras
 - Updated Fire & Tornado Drill Procedures

MICIP – Continuous Improvement Process

Strategies:

- Curriculum and Instruction
 - Both Buildings
 - K-12 Delay Start PLCs
 - K-12 Student Success & Asst. Principals
 - Elementary
 - Science Curriculum Upgrade
 - K-5 Literacy and Math Intervention
 - Tutoring and Summer School
 - Choir Club
 - Young 5s and Preschool
 - 6-12:
 - 6-12 Math schedule
 - 9-12 Science schedule
 - Dual Enrollment/AP and Advanced Electives
 - More Electives / Less Online
 - Aggie Academic and Career/Counseling Service
 - Tutoring, PASS and Summer School

MICIP – Continuous Improvement Process

Strategies:

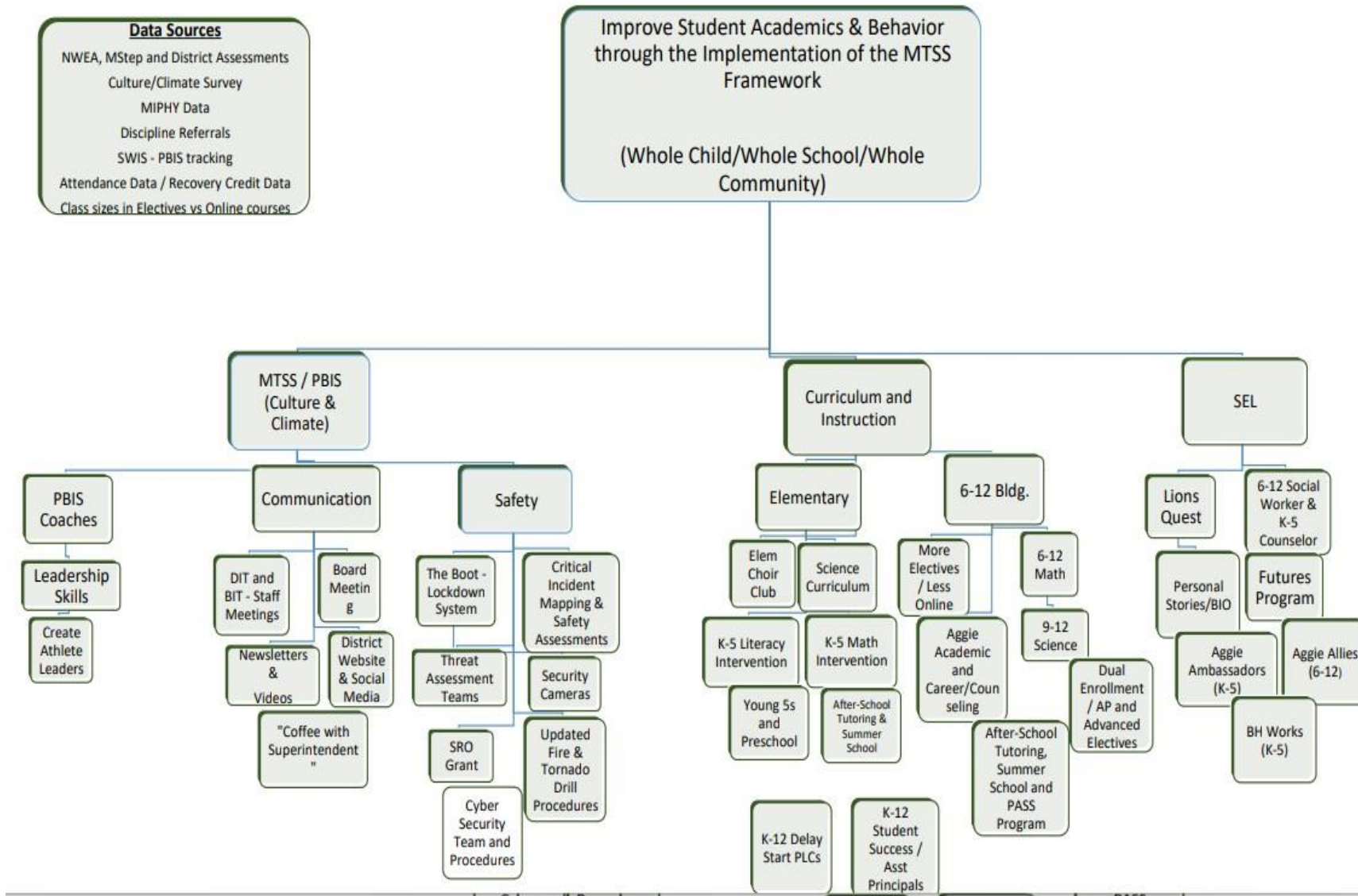
- Social Emotional Learning (SEL)
 - Lions Quest
 - Personal Stories/Bios
 - District wide focus on that months values
 - Full-time Social Worker (6-12)
 - Full-time Counselor (K-5)
 - Futures Program (6-12)
 - Aggie Ambassadors Leadership Program (K-5)
 - Aggie Allies Leadership Program (6-12)
 - BH Works (K-5)

MICIP – Continuous Improvement Process

Data Sources for Monitoring & Evaluating

- NWEA, MStep and District Assessments
- Culture/Climate Surveys
- MIPHY Data
- Discipline Referrals
- PBIS – SWIS Tracking
- Attendance Data
- Recovery Credit Data
- Class sizes in Electives vs. Online Courses

MICIP – Continuous Improvement Process - Flowchart



MICIP – Continuous Improvement Process – Next Steps

- **Create an extension of the DIT to be the MICIP Leadership Team**
 - **MICIP Team will work under direction of the DIT**
 - **Create Continuous Improvement Calendar**
 - **Review and monitor plan, Perception Data, Process Data, Compile Data, Root Cause Analysis, Challenges & Barriers, Update MICIP, Finalize MICIP, Report to Board**
- **Regularly communicate plan and updates with board, all staff, parents and community. Thru:**
 - **Board meeting**
 - **Staff Meetings**
 - **Newsletter; Staff Updates**
 - **“Ice Cream with the Superintendent”**

MICIP – Continuous Improvement Process

Questions & Discussion

