

Lighthouse Academy MICIP Portfolio Report

Attract, Develop, and Retain Team Members

Status: ACTIVE

Summary: By 6/30/2024, Lighthouse Academy will fill all open positions with quality candidates within 30 days of posting, and retain at least 90% of team members from year to year, as measured by Bamboo HR.

Created Date: 04/29/2021

Target Completion Date: 06/30/2024

Strategies:

(1/3): Equitable Allocation of Resources

Owner: Lucas Yax

Start Date: 06/24/2021

Due Date: 06/30/2024

Summary: For over a decade, Education Resource Strategies, Inc. (ERS) has helped leaders of urban school districts strategically reallocate their resources to improve student performance. Through this work, funded by a grant from the William and Flora Hewlett Foundation, ERS has identified seven Core Transformational Strategies that support high-performing schools. In high-performing districts, resources (people, time, and money) are aligned to support these seven transformational strategies. At the building-level, this system provides schools a process to organize its resource to maximize its response to ever-changing student needs.

Buildings: All Buildings

Total Budget: \$1.00

- General Fund (Other)

Communication:

Method

- Email Campaign
- School Board Meeting
- Presentations

Audience

- Educators
- Staff
- School Board

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|---------------------------------------|------------|------------|------------|----------|
| Develop non-traditional routes | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| Develop process/procedure for interns | Heidi Cate | 08/01/2021 | 06/29/2024 | ONTARGET |
| Engage a part-time | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |

| Activity | Owner | Start Date | Due Date | Status |
|----------------------|-------|------------|----------|--------|
| Marketing Consultant | | | | |

(2/3): Collective Responsibility

Owner: Lucas Yax

Start Date: 06/24/2021

Due Date: 06/30/2024

Summary: A culture of collective responsibility that is collegial, collaborative, and professional that promotes student learning, professional learning, and system-level learning through the intentional development of norms, values, and beliefs.

Buildings: All Buildings

Total Budget: \$1.00

- General Fund (Other)

Communication:

Method

- Presentations
- Email Campaign
- School Board Meeting
- District Website Update

Audience

- Staff
- School Board
- Educators

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|---|------------|------------|------------|----------|
| 4. DAN adoption of competencies | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| 2. Meet with non-teaching staff to get input | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| 3. Adjust competencies | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| 1. Crosswalk competencies for non-teaching staff from teachers and job descriptions | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| 5. Integrate competencies into job descriptions | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |

(3/3): Talent Management

Owner: Lucas Yax

Start Date: 06/24/2021

Due Date: 06/30/2024

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: All Buildings

Total Budget: \$1.00

- General Fund (Other)

Communication:

Method

- School Board Meeting
- Presentations

Audience

- School Board
- Staff
- Educators

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|---|------------|------------|------------|----------|
| Develop process/ procedure for interns | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| Engage a part-time Marketing Consultant | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |
| Develop non-traditional routes | Heidi Cate | 08/01/2021 | 06/30/2024 | ONTARGET |

Increase numbers of ESL endorsed teachers

Status: ACTIVE

Summary: By June 30, 2025, LA will have increased their ESL endorsed teachers by at least 20%, as measured by HR employee certification reports; will have an increased knowledge of service plans for students who are receiving EL and special ed services as measured through quarterly meeting minutes, and will increase K12 and IHE partnerships by at least 3 new partners.

Created Date: 05/03/2021

Target Completion Date: 06/30/2025

Strategies:

(1/2): Talent Management

Owner: Stacey Martinez

Start Date: 07/01/2021

Due Date: 06/30/2025

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:

- Lighthouse Academy - North Campus
- Lighthouse Academy - South Campus

Total Budget: \$1.00

- Sec. 41 Bilingual Education Grant (Federal Funds)
- Title II Part A (Federal Funds)
- Title III Part A, English Learners (Federal Funds)
- Title III Part A, Immigrant Students (Federal Funds)

Communication:

Method

- Parent Newsletter
- Presentations
- School Board Meeting

Audience

- Educators
- Staff
- School Board
- Parents

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|--|-----------------|------------|------------|----------|
| Enroll identified teachers in the ESL endorsement program. | Stacey Martinez | 07/01/2021 | 06/30/2025 | ONTARGET |

(2/2): Teacher Collaborative Routines

Owner: Stacey Martinez

Start Date: 07/01/2021

Due Date: 06/30/2025

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:

- Lighthouse Academy - North Campus
- Lighthouse Academy - South Campus

Total Budget: \$1.00

- IDEA Part B (Section 611) (Federal Funds)
- Sec. 41 Bilingual Education Grant (Federal Funds)
- Title III Part A, English Learners (Federal Funds)

Communication:

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

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|--|-----------------|------------|------------|----------|
| Schedule the initial EL/Special education meeting with community partners as well as quarterly meetings. | Stacey Martinez | 07/01/2021 | 06/30/2025 | ONTARGET |

Implement Multi-Tiered Systems of Support

Status: ACTIVE

Summary: By June 30, 2024, all multi-tiered systems of support will be fully developed and implemented with fidelity with at least 80% total score on the system specific tiered fidelity inventory, as measured by PBIS-TFI, R-TFI, and [M-TFI (if it exists)].06

Created Date: 05/03/2021

Target Completion Date: 06/30/2024

Strategies:

(1/3): MTSS - PBIS (Behavior)

Owner: Matthew Milanowski

Start Date: 05/03/2021

Due Date: 06/30/2024

Summary: The behavior components of a Multi-Tiered System of Supports (PBIS) is a three-tiered framework that integrates data, systems and practices to improve outcomes. The data, systems and practices necessary to implement the behavior components of MTSS are defined by the PBIS Tiered Fidelity Inventory and aligned to MDE's five essential components of MTSS.

Buildings: All Buildings

Total Budget: \$1.00

- IDEA Part B (Section 611) (Federal Funds)
- Title I Part A (Federal Funds)
- Title I Part D (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- Email Campaign
- School Board Meeting
- Other

Audience

- Staff
- School Board
- Educators
- Parents

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|--|-----------|------------|------------|----------|
| Establish Road Map for each Tier to be implemented each (Tier 1- Year 1; Tier 2 - Year 2; Tier 3 - Year 3) | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |
| Regular team meeting with planned agendas | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |

| Activity | Owner | Start Date | Due Date | Status |
|---|------------|------------|------------|----------|
| Engage in data review process for PBIS | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |
| Utilize SWPBIS-TFI district wide | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |
| Identify and train building contacts for SWPBIS-TFI | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |
| Consistent use of SWIS data | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |
| CHAMPS | Ronda Dyer | 05/03/2021 | 06/30/2024 | ONTARGET |

(2/3): MTSS - Literacy (Reading)

Owner: Matthew Milanowski

Start Date: 05/03/2021

Due Date: 06/30/2024

Summary: The reading components of a Multi-Tiered System of Supports includes systems to address the continuum of reading needs across the student body, evidence-based practices focused on the Big Ideas of Reading designed to improve reading outcomes for all students, and data use and analysis. These components are further defined in the Reading Tiered Fidelity Inventory, Elementary-Level Edition and Secondary Level Edition and aligned to MDE's five essential components of MTSS.

Buildings: All Buildings

Total Budget: \$1.00

- IDEA Part B (Section 611) (Federal Funds)
- Title I Part A (Federal Funds)
- Title I Part D (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- Presentations
- Email Campaign
- School Board Meeting
- Other

Audience

- Staff
- School Board
- Parents
- Educators

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|---|------------|------------|------------|----------|
| Train the Trainer on selected interventions | Heidi Cate | 05/03/2021 | 06/30/2024 | ONTARGET |

| Activity | Owner | Start Date | Due Date | Status |
|-----------------------------------|------------|------------|------------|----------|
| Project Based Learning Activities | Ronda Dyer | 05/03/2021 | 06/30/2024 | ONTARGET |
| SQ3R | Ronda Dyer | 05/03/2021 | 06/30/2024 | ONTARGET |
| Explicit Vocabulary | Ronda Dyer | 05/03/2021 | 06/30/2024 | ONTARGET |

(3/3): MTSS Framework (General)

Owner: Matthew Milanowski

Start Date: 05/03/2021

Due Date: 06/30/2024

Summary: "A Multi-Tiered System of Supports (MTSS) is a comprehensive framework comprised of a collection of research-based strategies designed to meet the individual needs and assets of the whole child at all achievement levels. MTSS intentionally interconnects the education, health, and human service systems in support of learners, schools, centers, and community outcomes. The five essential components of MTSS are inter-related and complementary. Implementation of the essential components as intended provides educational settings with a framework to organize the strategies and processes needed to support successful learner outcomes. The five essential components include the following: Team-Based Leadership; Tiered Delivery System; Selection and Implementation of Instruction, Interventions and Supports; Comprehensive Screening & Assessment System; Continuous Data-Based Decision Making."

Buildings: All Buildings

Total Budget: \$1.00

- IDEA Part B (Section 611) (Federal Funds)
- Sec. 41 Bilingual Education Grant (Federal Funds)
- Title I Part A (Federal Funds)
- Title I Part D (Federal Funds)
- Title III Part A, English Learners (Federal Funds)
- Title IV Part A, Student Support & Academic Enrichment (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

| Method | Audience |
|------------------------|----------------|
| • Presentations | • Staff |
| • Email Campaign | • School Board |
| • School Board Meeting | • Parents |
| • Other | • Educators |

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|--|--------------------|------------|------------|----------|
| Complete the MTSS Math Framework, including tier development and | Matthew Milanowski | 05/03/2021 | 06/30/2024 | ONTARGET |

| Activity | Owner | Start Date | Due Date | Status |
|--|--------------------|------------|------------|----------|
| tier movements | | | | |
| Regular team meetings with agendas | Matthew Milanowski | 05/03/2021 | 06/30/2024 | ONTARGET |
| Identify screener assessments | Matthew Milanowski | 05/03/2021 | 06/30/2024 | ONTARGET |
| Exploration of interventions to establish a continuum | Matthew Milanowski | 05/03/2021 | 06/30/2024 | ONTARGET |
| Professional learning/train the trainer on selected interventions | Matthew Milanowski | 05/03/2021 | 06/30/2024 | ONTARGET |
| Establish Road Map for each Tier to be implemented each year (Tier 1 - Year 1; Tier 2 - Year 2; Tier 3 - Year 3) | Matthew Milanowski | 05/03/2021 | 06/30/2024 | ONTARGET |
| Credit Recovery/ Intercession | Lucas Yax | 05/03/2021 | 06/30/2024 | ONTARGET |

Dropout Percentage

Status: ACTIVE

Summary: By June 30, 2024, the overall district drop out percentage will be lower than 10%, as measured by MSDS drop data.

Created Date: 05/03/2021

Target Completion Date: 06/30/2024

Strategies:

(1/2): Michigan Career Development Model

Owner: Lucas Yax

Start Date: 06/02/2021

Due Date: 06/30/2024

Summary: The Michigan Career Development Model (MI CDM) is designed to provide all students (K-12) in the Michigan educational system with the necessary knowledge and skills for success in a career of their choice and lifelong learning.

This guidance is designed to provide the targets for implementing the MI CDM. The Michigan Department of Education (MDE) recommends districts utilize their school improvement team to implement this model. In 2018 several bills were passed in the legislature that require school districts to take a more active role in assisting students as they prepare for their future education and careers. Districts must incorporate grade level career development education within their K-12 educational delivery system. Additional information regarding the legislative requirements are referenced in Appendix A.

The MI CDM provides required targets and suggested instructional strategies to meet those targets, organized by K-12 grade level bands, designed to assist schools in developing a local or regional model program. Although the model is organized by grade level bands, the district is expected to deliver career development at each grade level. The bands were designed to allow flexibility in delivery, not to omit instruction in a grade level. The grade level bands are: Career Awareness: Grades K-3; Career Awareness: Grades 4-6; Career Exploration: Grades 7 & 8; Career Preparation: Grades 9 & 10; Career Preparation: Grades 11 & 12

Buildings: All Buildings

Total Budget: \$1.00

- IDEA Part B (Section 611) (Federal Funds)
- Title I Part A (Federal Funds)
- Title I Part D (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

- | | |
|---|--|
| <p>Method</p> <ul style="list-style-type: none"> • Parent Newsletter • District Website Update • Presentations • Email Campaign • School Board Meeting • Other • MI School Data | <p>Audience</p> <ul style="list-style-type: none"> • Educators • Parents • School Board • Staff • Community-at-Large |
|---|--|

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|---|-----------|------------|------------|----------|
| Develop and Support of student transitions and EDP's | Lucas Yax | 06/02/2021 | 06/30/2024 | ONTARGET |
| Implementation of Job Skills and Career readiness program | Lucas Yax | 06/02/2021 | 06/30/2024 | ONTARGET |

(2/2): Michigan Model for Health

Owner: Lucas Yax

Start Date: 06/24/2021

Due Date: 06/30/2024

Summary: The Michigan Model for Health™ (MMH) is an evidence- and skills-based curriculum that provides comprehensive school health education for school-aged children grades Pre-K-12. It is aligned with both national and state health education standards and facilitates sequential learning through lessons that include a variety of teaching and learning techniques, skill development and practice, and emphasizes positive lifestyle behaviors in students and families. Learning centers on knowledge, skills, self-efficacy, and environmental support for healthy behaviors. Michigan Model for Health topics include: Social-emotional learning; alcohol and other drugs misuse prevention; nutrition and physical activity; safety; personal health and wellness; HIV and sex ed including puberty.

Buildings:

- Lighthouse Academy - South Campus
- Lighthouse Academy - The Pier
- Lighthouse Academy - Waalkes

Total Budget: \$1.00

- General Fund (Other)

Communication:

Method

- Parent Newsletter
- Email Campaign
- School Board Meeting
- Other
- Social Media

Audience

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

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|----------------------------|--------------|-------------------|-----------------|---------------|
| Healthy Living with ISD | Lucas Yax | 06/24/2021 | 06/30/2024 | ONTARGET |

Reduce student's minors and majors.

Status: ACTIVE

Summary: Student's minors and majors will reduce by at least 5% each year; as measured SWIS as of June 30, 2023.

Created Date: 05/11/2021

Target Completion Date: 06/23/2023

Strategies:

(1/1): Student Support Network

Owner: Stacey Martinez

Start Date: 07/01/2021

Due Date: 06/23/2023

Summary: This system is concerned with implementing and supporting a vision of high-quality student support to effectively nurture and support all students who come to school with non-academic needs that create obstacles for high achievement.

Buildings: All Buildings

Total Budget: \$1.00

- IDEA Part B (Section 611) (Federal Funds)
- Title I Part A (Federal Funds)
- At Risk (31-A) (State Funds)

Communication:

Method

- Parent Newsletter
- Presentations
- School Board Meeting

Audience

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

Strategy Implementation Plan Activities

| Activity | Owner | Start Date | Due Date | Status |
|--|-----------------|------------|------------|----------|
| Identify the content for the internal trauma informed modules and the case scenarios and assign staff to complete the modules. | Stacey Martinez | 07/01/2021 | 06/23/2023 | ONTARGET |
| Design an SEL curriculum and when and who will implement the curriculum. | Stacey Martinez | 08/01/2022 | 06/23/2023 | UPCOMING |

| Activity | Owner | Start Date | Due Date | Status |
|---|-----------------|------------|------------|----------|
| Identify training modules on how to implement Mindfulness (and include integration with Trauma Informed Practices). | Stacey Martinez | 06/30/2022 | 06/23/2023 | UPCOMING |
| Identify training modules on how to implement Restorative Practices. | Stacey Martinez | 06/30/2022 | 06/23/2023 | UPCOMING |
| Get a TOT in place for Restorative Practice. | Stacey Martinez | 07/01/2021 | 06/23/2023 | ONTARGET |
| Explore the use of therapy animals for sites. | Stacey Martinez | 08/28/2021 | 06/22/2022 | UPCOMING |