

MICIP Portfolio Report

Dr. Martin Luther King, Jr. Academy

Goals Included

Active

- Academic Achievement/Teacher Retention
 - Improve attendance
 - Organizational Trust
-

Buildings Included

Open-Active

- Dr. Martin Luther King, Jr. Academy
-

Plan Components Included

Goal Summary

Data

 Data Set

 Data Story

Analysis

 Root Cause

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Strategy

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 Implementation Plan

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Monitoring & Adjusting

 Interim Target Measures

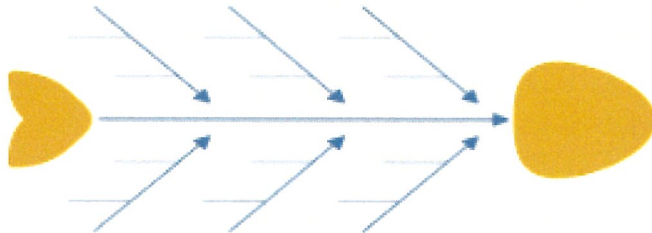
Evaluation Status

 End Target Measures

interface and communicate with each other. Lack of cohesive vision within existing structures.

Analysis:

Root Cause



Summary of Fishbone discovery:

Lack of organizational trust within MHPSAS due to multiple leadership entities (NPFE, MHSAS, MH) Lack of organizational structures (boardrooms & classroom) and internal procedures and how the different portions of the organization interface and communicate with each other. Lack of cohesive vision within existing structures.

Supporting Documents

Document Name	Document Summary	Upload Date
Governance Fishbone	Governance Fishbone	06/14/2023

Challenge Statement: If . . . organizational structures (boardrooms & classroom), procedures, and communication practices are improved AND IF there is a cohesive vision with accountability within these structures,
 Then . . . organizational trust and overall climate/culture will improve
 So that . . . staff retention is improved and student achievement will increase.

Activity	Owner	Start Date	Due Date	Status
monitor the strategic plan, inclusive of all stakeholder groups	Holman			
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				

Activity	Owner	Start Date	Due Date	Status
<i>Activity Buildings:</i> <ul style="list-style-type: none"><li data-bbox="261 226 764 260">• Dr. Martin Luther King, Jr. Academy				

Activity	Owner	Start Date	Due Date	Status
<ul style="list-style-type: none"> Dr. Martin Luther King, Jr. Academy 				
Utilize an outside facilitator to establish an inter-board structure for operation of the PSA.	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Dr. Martin Luther King, Jr. Academy 				
Create, communicate, implement, and monitor ongoing organizational structure for all stakeholders in the organization.	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Dr. Martin Luther King, Jr. Academy 				
Create an ongoing training plan for all stakeholders	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
<i>Activity Buildings:</i> <ul style="list-style-type: none"> Dr. Martin Luther King, Jr. Academy 				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
A Strategic Plan, inclusive of a unified vision, will be created. for Governance Fishbone		09/27/2024	ONTARGET
Create and communicate an organizational structure. for Governance Fishbone		09/27/2024	ONTARGET

Evaluation Status:

Evaluate Goal: End Target Measures

Measure	Due Date	Status
A Strategic Plan, inclusive of a unified vision, will be implemented and monitored. for Governance	11/28/2025	ONTARGET

Academic Achievement/Teacher Retention

Status: ACTIVE

Statement: MHPASAS will increase academic achievement on local and state assessment data by increasing the number of certified teachers and increasing their retention rate.

Created Date: 06/14/2023

Target Completion Date: 11/28/2025

Data Set Name: Academic Achievement

Name	Data Source
Grades 3-8 Assessments: Proficiency	MI School Data
Grades 3-8 Assessments: Proficiency	MI School Data
High School Assessments: Proficiency	MI School Data
High School Assessments: Proficiency	MI School Data

Data Story Name: Academic Achievement

Initial Data Analysis: 4.52% of students at MLK were proficient on the 2022 ELA state assessment

1.32% of students at MLK were proficient on the 2022 Math state assessment

5.81% of students at MHA were proficient on the 2022 ELA state assessment

2.33% of students at MHA were proficient on the 2022 Math state assessment

Initial Initiative Inventory and Analysis: Strengths:

Expectations should be driven by the work area Thoughtful about coming up with the initiatives and outcomes SSS plays a huge role in the work Students not here makes it hard to meet outcomes of other areas Intertwined Whole Child Community of People Lots of strategies being implemented this year, challenge of development of implementation Gaps:

Screening comprehensive system to guide us Monitor levels of implementation within a building, across buildings, sustainable over time Where we are not there yet, how is that impacting our outcomes

What additional data do we need to know why we are not there yet:

Perception Data Parents, Students, Staff, Community Attendance Data specifically Trend academic data for goal setting SRSSNWEA growth

Are there any competing Initiatives:

Attendance Officer and Student Support Specialists overlap in their work. How do we reevaluate and tweak roles as needed? Redefine roles currently because we need more help to get things rolled out. What could people do that could be dynamically different to move the needle for the time being.

Gap Analysis: Less than 50% of instructional staff are certified. Desired state is 100% of instructional staff are certified.

Strategies:

(1/3): MHPAS - Curriculum and Assessment

Owner: Deanna Holman

Start Date: 06/14/2023

Due Date: 11/28/2025

Summary: Develop, transparently communicate, and implement systems around curriculum and assessment including a data monitoring system

Buildings

- Dr. Martin Luther King, Jr. Academy

Total Budget: \$100,000.00

- Other Federal Funds (Federal Funds)
- Title I Part A (Federal Funds)
- Title II Part A (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)
- Other State Funds (State Funds)

Communication:

Method

- Other

Audience

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

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Review and utilize the instructional systems considerations on the Mi Systems Support website.	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
<i>Activity Buildings:</i>				
<ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				
Partner with the ISD to assist as needed	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
<i>Activity Buildings:</i>				
<ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				
Create assessment timeline and data monitoring system (discussed as part of the Resource Allocation Review process)	Deanna Holman	06/14/2023	11/28/2025	ONTARGET

(2/3): MHPSAS - Professional Development Plan

Owner: Deanna Holman

Start Date: 06/14/2023

Due Date: 11/28/2025

Summary: Develop and implement a professional development plan to build the capacity of staff, teachers, and leaders

Buildings

- Dr. Martin Luther King, Jr. Academy

Total Budget: \$100,000.00

- Other Federal Funds (Federal Funds)
- Title II Part A (Federal Funds)
- General Fund (Other)
- Other State Funds (State Funds)

Communication:

Method

- Other

Audience

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

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Utilize data (teacher evaluation, competence, impact, teacher perception, walkthrough, office discipline referrals, etc) to determine needs to building capacity (discussed as part of the Resource Allocation Review process)	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
<p>Activity Buildings:</p> <ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				

Activity	Owner	Start Date	Due Date	Status
recruiting and retaining teachers and/or assisting with credentialing (discussed as part of the Resource Allocation Review process)	Holman			
<i>Activity Buildings:</i> <ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				

Monitoring and Adjusting:

Evaluate Goal: Interim Target Measures

Measure	Owner	Due Date	Status
MSTEP proficiency will increase in ELA by 1.5% for grades 3rd - 6th from the 2022 Spring Assessment. for Grades 3-8 Assessments: Proficiency		09/27/2024	ONTARGET
MSTEP proficiency will increase in Math by 1.5% for grades 3rd - 6th from the 2022 Spring Assessment. for Grades 3-8 Assessments: Proficiency		09/27/2024	ONTARGET
7th gr MSTEP, 8th gr PSAT8, and 11th gr SAT proficiency will increase in ELA by 3.5% from the 2022 Spring Assessment. for High School Assessments: Proficiency		09/27/2024	ONTARGET
7th gr MSTEP, 8th gr PSAT8, and 11th gr SAT proficiency will increase in Math by 3.5% for grades 7th-11th from the 2022 Spring Assessment. for High School Assessments: Proficiency		09/27/2024	ONTARGET

Evaluation Status:

Improve attendance

Status: ACTIVE

Statement: The MHPSAS will increase student attendance by developing a student-focused environment where students, families, and the school community feel safe and valued.

Created Date: 06/14/2023

Target Completion Date: 11/28/2025

Data Set Name: School Environment

Name	Data Source
Student Counts: Attendance	MI School Data
Student Counts: Attendance	MI School Data

Data Story Name: School Environment

Initial Data Analysis: 8% of K-5 students have satisfactory attendance.

72% of K-5 students are chronically absent .

11% of 6-8 students have satisfactory attendance and 65% are chronically absent.

2% of 9-12 students have satisfactory attendance; 93% of 9-12 are chronically absent.

Initial Initiative Inventory and Analysis: Strengths:

Expectations should be driven by the work area Thoughtful about coming up with the initiatives and outcomes SSS plays a huge role in the work Students not here makes it hard to meet outcomes of other areas Intertwined Whole Child Community of People Lots of strategies being implemented this year, challenge of development of implementation Gaps:

Screening comprehensive system to guide us Monitor levels of implementation within a building, across buildings, sustainable over time Where we are not there yet, how is that impacting our outcomes

What additional data do we need to know why we are not there yet:

Perception Data Parents, Students, Staff, Community Attendance Data specifically Trend academic data for goal setting SRSSNWEA growth

Are there any competing Initiatives:

Attendance Officer and Student Support Specialists overlap in their work. How do we reevaluate and tweak roles as needed? Redefine roles currently because we need more help to get things rolled out. What could people do that could be dynamically different to move the needle for the time being.

Gap Analysis: Community value of going to school

Perceived lack of belonging/student membership in the school community

Lack of classroom management/student engagement strategies employed by teachers

Lack of adult knowledge, skills, and dispositions regarding process and procedures

District Data Story Summary: 8% of K-5 students have satisfactory attendance. 72% of K-5 students are chronically absent . 11% of 6-8 students have satisfactory attendance and 65% are chronically absent. 2% of 9-12 students have satisfactory attendance; 93% of 9-12 are chronically absent. Chronic absenteeism is defined as missing 10% or more days. Our

Strategies:

(1/2): MHPSAS - Attendance Policies and Procedures

Owner: Deanna Holman

Start Date: 06/14/2023

Due Date: 11/28/2025

Summary: Develop, communicate, and implement cohesive attendance policies and procedures

Buildings

- Dr. Martin Luther King, Jr. Academy

Total Budget: \$100,000.00

- Other Federal Funds (Federal Funds)
- General Fund (Other)
- At Risk (31-A) (State Funds)
- Other State Funds (State Funds)

Communication:

Method

- Other

Audience

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

Strategy Implementation Plan Activities

Activity	Owner	Start Date	Due Date	Status
Utilize research based resources to develop, communicate and implement cohesive attendance policies and procedures (Attendance Works) to include intervention and preventio	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				
Work with ISD Truancy Coordinator to align with county process	Deanna Holman	06/14/2023	11/28/2025	ONTARGET
Activity Buildings:				
<ul style="list-style-type: none"> • Dr. Martin Luther King, Jr. Academy 				

Measure	Owner	Due Date	Status
at MLK in the 2023-24 school year to below 55% for Student Counts: Attendance			
Decrease the percentage of chronically absent students, as defined and measured by MISchoolData, from 77.6% at MHA in the 2021-22 school year to below 66.82% in the 2023-24 school year. for Student Counts: Attendance		09/27/2024	ONTARGET

Evaluation Status:

Evaluate Goal: End Target Measures

Measure	Due Date	Status
Decrease the percentage of chronically absent students, as defined and measured by MISchoolData, from 60.3% at MLK in the 2021-22 school year to below 50% in the 2024-25 school year. for Student Counts: Attendance	11/28/2025	ONTARGET
Decrease the percentage of chronically absent students, as defined and measured by MISchoolData, from 77.6% at MHA in the 2021-22 school year to below 56% in the 2024-25 school year. for Student Counts: Attendance	11/28/2025	ONTARGET