

Holland High Schools 2025-2026 Theory of Action

We Embrace, Engage, and Equip each student for success in an ever-changing world.

District Wide Goals	<ol style="list-style-type: none"> 1. ELA: By spring of 2028, 80% of students will be at or above grade level on the NWEA MAP Growth assessment. The remaining 20% will show growth of 1.5 years. 2. Math: By spring of 2028, 80% of students will be at or above grade level on the NWEA MAP Growth assessment. The remaining 20% will show growth of 1.5 years. 3. Whole Child: By spring of 2028, there will be a reduction of suspensions and referrals across the district based on Infinite Campus suspension reports and referrals reflected in SWIS. 		
Building Wide Goals	<ul style="list-style-type: none"> ● ELA Goal: By Spring 2026, increase students at/above grade level RIT from 62% to 65% (or median achievement percentile from 61st to 65th) and raise Literary Text proficiency from 67 % to 72%. ● Math Goal: By Spring 2026, increase students at/above grade level RIT from 54.9% to 60% (or median achievement percentile from 54th to 60th) and reduce the white/non-white gap by 5%. ● Whole Child Goal: <ul style="list-style-type: none"> ○ Keep chronic absenteeism at or below 20% for ML and non-ML students, focusing on grades 10–11. ○ Raise student connectedness from 3.2 to 3.5 and increase club/event participation by 15%. ○ Reduce hallway and classroom referrals by 10% (Fall 2025: Hallway 35%, Classroom 48%), maintain 100% staff knowledge of office- vs. staff-managed, and sustain 70%+ PBIS fidelity on the TFI. ○ Increase families reporting feeling welcomed and engaged on the Family Climate Survey (Fall–Spring growth). 		
Core Instructional Program:	<p>Curriculum:</p> <ul style="list-style-type: none"> ● ELA: <ul style="list-style-type: none"> ○ MAISA Units ○ College Board ● Math: <ul style="list-style-type: none"> ○ Reveal Pilot ○ Big Ideas ○ Delta Math ○ Math Medic ○ College Board ● Whole Child: 	<p>Instruction:</p> <ul style="list-style-type: none"> ● Tier 1 <ul style="list-style-type: none"> ○ Essential Standards ○ Curriculum & PBIS ● Tier 2 <ul style="list-style-type: none"> ○ Interventionist ○ Student Support Coordinator ○ Advisory Intervention ○ After School Tutoring ○ ML ELA Intervention 	<p>Assessment:</p> <ul style="list-style-type: none"> ● Fall 2025 Data Review ● HHS Goal Summary ● NWEA MAP Growth <ul style="list-style-type: none"> ○ Reading & Math ● Tiered Fidelity Inventories <ul style="list-style-type: none"> ○ EWIMS ○ PBIS ● Failure Rate ● SEL Screener

	<ul style="list-style-type: none"> ○ Be Good People Curriculum ○ OSAP Videos - Mindfulness ○ Delaware Screener 	<ul style="list-style-type: none"> ● Tier 3 <ul style="list-style-type: none"> ○ Workshop ○ Categorical Programs ○ ML PreAlgebra ○ Newcomer ELA ○ Intermediate ELA ○ Literacy Lab 	<ul style="list-style-type: none"> ● PSAT/SAT ● Common Assessments via PLC process ● Classroom observations ● Learning Walk data
	<p>Professional Development:</p> <ul style="list-style-type: none"> ● List in priority order and timeline <ul style="list-style-type: none"> ○ PD/PLC Calendar <ul style="list-style-type: none"> ■ Summer 2025 ○ Weekly Early Release with PLCs, monthly PD, and monthly staff meeting 	<p>Teacher Collaboration:</p> <ul style="list-style-type: none"> ● Building Leadership Team (BLT) ● School Improvement Team/PBIS ● Department Meetings ● PLC (4 essential questions) ● Vertical Alignment w/ HMS ● Instructional Coaching: ● Lead Professional Development ● Support with Data ● PLC Support ● Classroom Modeling 	<p>Monitoring the Instructional Program:</p> <ul style="list-style-type: none"> ● Principal and Coach lead monthly learning walks ● Principal hold data conferences and goal review after benchmark (3 times a year) ● 5D+ for teacher evaluation ● Title Team/Interventionist will support with Tier 2