

## **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"><li><b>ELA:</b> 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.</li><li><b>Math:</b> 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.</li><li><b>Whole Child:</b> 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.</li></ol>		
Building Wide Goals	<ul style="list-style-type: none"><li><b>ELA Goal:</b> 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%.</li><li><b>Math Goal:</b> 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%.</li><li><b>Whole Child Goal:</b><ul style="list-style-type: none"><li>Keep <b>chronic absenteeism</b> at or below 20% for ML and non-ML students, focusing on grades 10–11.</li><li>Raise <b>student connectedness</b> from 3.2 to 3.5 and increase club/event participation by 15%.</li><li>Reduce hallway and classroom <b>referrals</b> 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.</li><li>Increase <b>families</b> reporting feeling welcomed and engaged on the Family Climate Survey (Fall–Spring growth).</li></ul></li></ul>		
Core Instructional Program:	<b>Curriculum:</b> <ul style="list-style-type: none"><li><b>ELA:</b><ul style="list-style-type: none"><li>MAISA Units</li><li>College Board</li></ul></li><li><b>Math:</b><ul style="list-style-type: none"><li>Reveal Pilot</li><li>Big Ideas</li><li>Delta Math</li><li>Math Medic</li><li>College Board</li></ul></li><li><b>Whole Child:</b></li></ul>	<b>Instruction:</b> <ul style="list-style-type: none"><li><b>Tier 1</b><ul style="list-style-type: none"><li><a href="#">Essential Standards</a></li><li>Curriculum &amp; PBIS</li></ul></li><li><b>Tier 2</b><ul style="list-style-type: none"><li>Interventionist</li><li>Student Support Coordinator</li><li>Advisory Intervention</li><li>After School Tutoring</li><li>ML ELA Intervention</li></ul></li></ul>	<b>Assessment:</b> <ul style="list-style-type: none"><li><a href="#">Fall 2025 Data Review</a></li><li><a href="#">HHS Goal Summary</a></li><li>NWEA MAP Growth<ul style="list-style-type: none"><li>Reading &amp; Math</li></ul></li><li>Tiered Fidelity Inventories<ul style="list-style-type: none"><li>EWIMS</li><li>PBIS</li></ul></li><li>Failure Rate</li><li>SEL Screener</li></ul>

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