

## **Holland High Schools 2025-2026 Theory of Action**

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

<b>District Wide Goals</b>	<ol style="list-style-type: none"><li><b>1. 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>2. 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>3. 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>
<b>Building Wide Goals</b>	<ul style="list-style-type: none"><li>● <b>ELA Goal:</b> Increase the percentage of students meeting or exceeding the NWEA grade-level mean RIT score in reading from 49.9% in Spring 2025 to 55% by Spring 2026.</li><li>● <b>Math Goal:</b> Increase the percentage of students meeting or exceeding the NWEA grade-level mean RIT score in math from 41.4% in Spring 2025 to 50% by Spring 2026.</li><li>● <b>Whole Child Goal:</b><ul style="list-style-type: none"><li>○ Reduce the <b>chronic absenteeism</b> rate for both ML and non-ML students from 44% in Spring 2025 to 34% in Spring 2026, with targeted support for upper grades by Spring 2026.</li><li>○ Increase <b>student connectedness and engagement</b>, as measured by a rise in PBIS Climate Survey scores from 2.73 to 3.0 and a 15% increase in club/event participation by Spring 2026.</li><li>○ Improve <b>school-wide behavior</b> by reducing hallway/classroom referrals by 20%, decreasing skipping/tardy incidents by 15%, and increasing staff knowledge of office vs. classroom behavior procedures from 60% to 85% by Spring 2026.</li><li>○ Improve <b>family engagement</b> by implementing consistent school-wide communication systems and increasing opportunities for meaningful feedback and partnership.</li></ul></li></ul>

<b>Core Instructional Program:</b>	<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> <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> </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> <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>	<b>Assessment:</b> <ul style="list-style-type: none"> <li>• <a href="#">SEB Data Review 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>• DESSA Screener</li> <li>• PSAT/SAT</li> <li>• Common Assessments via PLC process</li> <li>• Classroom observations</li> <li>• Learning Walk data</li> </ul>
	<b>Professional Development:</b> <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>	<b>Teacher Collaboration:</b> <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>	<b>Monitoring the Instructional Program:</b> <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>