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	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	• **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:**
	  ○ 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:	**Curriculum:**
	• **ELA:**
	  ○ MAISA Units
	  ○ College Board
	• **Math:**
	  ○ Reveal Pilot
	  ○ Big Ideas
	  ○ Delta Math
	  ○ Math Medic
	  ○ College Board
	• **Whole Child:**
		Instruction:
		• **Tier 1**
		  ○ Essential Standards
		  ○ Curriculum & PBIS
		• **Tier 2**
		  ○ Interventionist
		  ○ Student Support Coordinator
		  ○ Advisory Intervention
		  ○ After School Tutoring
		  ○ ML ELA Intervention
			Assessment:
			• Fall 2025 Data Review
			• HHS Goal Summary
			• NWEA MAP Growth
			  ○ Reading & Math
			• Tiered Fidelity Inventories
			  ○ EWIMS
			  ○ PBIS
			• Failure Rate
			• SEL Screener

	○ Be Good People Curriculum ○ OSAP Videos - Mindfulness ○ Delaware Screener	• **Tier 3** ○ Workshop ○ Categorical Programs ○ ML PreAlgebra ○ Newcomer ELA ○ Intermediate ELA ○ Literacy Lab	• PSAT/SAT • Common Assessments via PLC process • Classroom observations • Learning Walk data
	Professional Development: • List in priority order and timeline ○ PD/PLC Calendar ■ Summer 2025 ○ Weekly Early Release with PLCs, monthly PD, and monthly staff meeting	**Teacher Collaboration:** • 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	**Monitoring the Instructional Program:** • 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