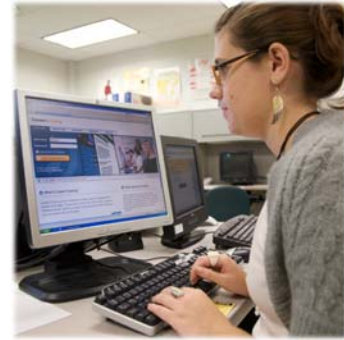




2008-2009 Annual Report

2006-2011 Teaching, Learning, and Service Plan Accomplishments



In the fall of 2006, the Genesee Intermediate School District Board of Education approved the 2006-2011 Teaching, Learning, and Service Plan. This five-year plan resulted from the input of numerous educators and community partners. The plan is continually evaluated and adjusted to reflect the needs of the Genesee County school community. The focus is, and always has been, on improving programs for students and striving to make certain that all students receive the best possible education in order to achieve at the highest levels. Consequently, objectives and strategies may be added to the goal areas during the school year to accommodate the emerging needs of local district administrators, teachers, and students.

At the end of each school year, the results of the work of GISD staff in reaching goals are reviewed and an annual report is produced. Included in this document are selected highlights of GISD staff efforts to reach our goals during the 2008-09 school year. Although we are proud of the accomplishments and the successes documented in this report, much work remains to be done so that all students in Genesee County have equal access to high quality educational services and learning opportunities.

Teaching, Learning, and Service Plan Goal Areas:

Learning for Success

Leadership for Learning

Staff Development

Communication and Community Relations

Technology and Information Management

Lawrence P. Ford, President
GISD Board of Education

Thomas Svitkovich, Ed.D.
GISD Superintendent



www.geneseeisd.org

Our Beliefs

We believe that every person has inherent worth and dignity; that education is a lifelong process; that learning is the pathway to individual success and the key to social and economical justice; in learner-centered education; that education is a cooperative effort and partnership of many; and that education stretches the mind and imagination of all learners.

LEARNING FOR SUCCESS

The success of all students is the core purpose of education. With increased state and national interest focused on continuously improving teaching and learning, GISD has identified the following instructional objectives.

1. Provide services to increase the effectiveness of the delivery of instruction to improve academic achievement.



- ▶ Provide teachers with resource materials and research-based instructional strategies that engage and motivate all learners to improve student achievement.
 - Continued to provide local districts with career related activities that can be integrated into content area lesson plans.
 - Continued to strengthen the Michigan Model for comprehensive health education.
 - Continued to provide resources to physical education and health teachers.
 - Provided High Priority schools with guidance and materials to improve student achievement through data-driven decision making, including classroom walk throughs and high yield strategies.
 - Provided support for Balanced Literacy including curriculum development, adolescent literacy, shared and guided reading, writing workshops, and comprehension strategies trainings.

- ▶ Provide school personnel with curriculum documents, assessments, and instructional resources that align with Grade Level Content Expectations and the Michigan Merit Curriculum.
 - Developed a rubric and process for Personal Curriculum use in local districts.
 - Introduced ACT Point as a tool for schools to use in creating Personal Curriculum.
 - Aligned the Career Technical Education curriculum in collaboration with the Genesee Area Skill Center staff to identify potential courses for fulfilling academic credit requirements in core content areas.
 - Provided the MC3 statewide social studies curriculum on Blackboard for all county teachers to access.
 - Aligned Ligon activities to the Grade Level Content Expectations (GLCEs) and made them searchable on the Ligon website.
 - Created a literacy dictionary in collaboration with literacy coaches.
 - Provided Algebra I credit recovery web based online content that is posted on Blackboard and Moodle for statewide access.
 - Created a science test item bank correlated to the GLCEs for teachers to use in grades 3-7 that are posted on Blackboard.
 - Provided key content science vocabulary for grades K-7 on Blackboard.
 - Provided resources and support for MEAP and MME/ACT preparation, scoring, and data analyses.

Our Mission

As a premier regional service agency, GISD provides leadership that links learners to public schools, the community, the private sector, and public agencies in order to improve education and enhance lifelong learning for all citizens.

Teaching, Learning, and Service Plan Accomplishments

- ▶ Provide teachers with strategies that will accommodate the learning needs of non-English speaking, special education, and at-risk students.
 - Created a countywide foreign language network.
 - Continued to provide English language tutors to assist teachers of over 400 students in local districts that are part of the Limited English Proficiency Consortium.
- ▶ Provide support for the implementation of the Response to Intervention (RtI) model to meet individual student learning needs.
 - Facilitated implementation of RtI countywide.
 - Integrated Reading Recovery© into RtI and early literacy services to include more consulting to teachers about interventions.
- ▶ Redesign Career Technical Education (CTE) programs to meet the diverse needs of students in a highly technical and competitive workplace.
 - Identified math and English language arts content expectations that are embedded in high school CTE courses.
 - Provided support for math instruction in CTE courses.
 - Developed an English language arts curriculum in Veterinary Science I and II for 12th grade English.
 - Identified visual/performing/and applied arts standards in CTE for meeting the Michigan Merit Curriculum applied arts requirement.
 - Identified the Michigan Merit Curriculum science standards in Medical and Health Care programs.
 - Adopted new state standards in all CTE programs and updated competency lists to reflect the changes.
 - Tested students who completed the required instructional segments in accounting and medical/health sciences to determine levels of proficiency.
- ▶ Develop extended learning opportunities to enhance the curriculum.
 - Conducted a field study with professors and students from Kettering University to identify how math and science is used in various career areas that resulted in teacher designed lessons that are posted on Black Board for access by local secondary teachers.
 - Continued to provide work-based learning experiences in conjunction with the Genesee Regional Chamber of Commerce.
 - Developed K-8 English language arts and math life skills curriculum and materials for after-school programs.
 - Expanded Genesee Early College to include grades 10-13.
 - Conducted on-site science sessions at Ligon and five interactive science sessions “live from Ligon” using the GenNET distance learning system.
 - Continued to provide an English Language Learners summer program.
 - Provided English Language Learners after school tutoring.



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2. Implement programs that address the unmet and emerging needs of special education students.



- ▶ Implement programs and services for students who exhibit dangerous, disruptive, or destructive behavior.
 - Implemented a student anger management program for social workers and counselors to use in school districts and community based sites.
 - Continued to provide Crisis Prevention services.
- ▶ Provide district with support in implementing effective practices for special education students that lead to higher achievement on statewide assessments.
 - Expanded Michigan's Integrated Behavior Learning Support Initiative (MiBLSi) to five additional schools in the county, bringing the total to 17.
- ▶ Implement Transition Services and programs that address unmet needs for local district students with disabilities.
 - Implemented MTA transportation services at the Transition Center to give students skills in using public transportation to and from a work site.

3. Continue the integration of technology with instruction and learning.



- ▶ Identify and expand distance learning program options (e.g. field trips, video streaming, professional development, and video conferencing).
 - Created a virtual field trip for gardening at Ligon.
 - Provided classes for 9th graders in cyberspace safety, criminal sexual conduct awareness, and drinking and driving consequences.
 - Managed multiple grants for online learning, including development of content, training of teachers, and providing access to an alignment of Algebra I content on Blackboard and Moodle for credit recovery.
 - Continued Interactive Television (ITV) use at middle schools to include guest speakers for career integration.
 - Implemented Interactive Television (ITV) programs at the elementary school level.
 - Expanded ITV dual enrollment courses at the high school level through FANET.
 - Provided a web-based English language acquisition program available to students to develop English proficiency at school, at home, and in the summer.
- ▶ Expand and implement the Internet2 and interactive video capacity with constituent districts.
 - Installed elementary ITV equipment in GenNET member districts.
 - Secured a mobile web camera with wireless connectivity to deliver live interactive programming at Ligon.

LEADERSHIP FOR LEARNING

Effective educational leadership promotes student learning and higher achievement. GISD will implement the following objectives to meet this goal.

1. Create and sustain collaborative relationships and partnerships that improve academic success.

- ▶ Increase school and community agency collaborations for services that support student learning and well-being.
 - Partnered GenNET Pioneers with university instructors in mathematics and science to create integrated technology lessons for participating K-6 staff.
 - Expanded Work Force Investment Act services for special education students.
 - Strengthened the partnership with the Genesee Regional Chamber of Commerce for early childhood programs.
 - Increased community partnerships and services to children under age three, including Genesee County Community Mental Health and the local school districts.
 - Continued to partner with Mott Children's Health Center to provide a dental program for students in grades PK-5.
 - Expanded partnerships for health career work based experience program for Genesee Early College students.
 - Provided training to high school staff in sexuality and HIV education in all 21 school districts through a Ruth Mott Foundation grant.
 - Partnered with local universities for training teachers on autism spectrum disorders.

- ▶ Identify and implement quality service configurations that maximize resources to improve student learning (e.g., shared-time services, administrative leadership, and cost-saving agreements).
 - Created a shared time partnership between the Genesee Area Math/Science Center and Lapeer Intermediate School District.
 - Expanded Ligon Outdoor Center programs and services for students in Lapeer County.
 - Expanded curriculum consulting services in social studies, mathematics, science, Reading Recovery®, and English language arts with other ISDs including Lapeer, St. Clair, and Upper Peninsula area.
 - Expanded shared business services into Howell, Goodrich, and Atherton and increased business services in existing districts.
 - Initiated shared special education services in Goodrich, Bentley, Lake Fenton, and Lakeville.
 - Implemented an energy management consortium with Atherton, Bendle, Bentley, Beecher, Lake Fenton, Genesee, Westwood Heights, and GISD that resulted in approximately \$250,000 savings in the first quarter and a 15% consortium-wide reduction in energy consumption.
 - Expanded Blackboard to the GISD Board of Education and other Boards of Education to implement paperless meetings.
 - Expanded special education transportation services within local districts.



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- ▶ Leverage and secure public and private resources to maintain and expand student and family support services.
 - Continued Bridges to the Future in local districts.
 - Reconfigured the 21st Century Schools service model.
 - Continued interagency cooperation on transition services for special education students.
 - Maintained pre-school and after-school collaborations with a host of partners.
- ▶ Build upon and develop new collaborative partnerships with the business community and community agencies to maximize and expand resources that support academics and career planning in grades K-12.
 - Collaborated with McLaren Hospital staff to identify how math and science are used in medical occupations.
 - Collaborated with the Flint Cultural Center to identify how academics are used in various job related functions at a museum.
 - Participated in teacher preparation grant partnership with UM-Flint.
 - Implemented math circles with Kettering instructors for middle school students.
 - Enhanced the Green Schools program for participating schools in Genesee County.
 - Explored a partnership with the Flint Cultural Center campus to provide distance learning access to its resources.
 - Partnered with Earth Force International to offer professional development to middle and high school teachers in methods to teach environmental science and watershed management.

2. Establish Genesee County “Standards of Excellence” to promote high standards for educational instruction, leadership, technology, community involvement, communication, and school improvement strategic planning.



- ▶ Research existing models of standards based continuous improvement efforts.
 - Implemented Process Mentoring in 12 High Priority schools using research-based models for continuous improvement.
 - Explored the Educational Service Center 12 Ritz Carlton model of customer service with constituent district superintendents to improve delivery of services.
- ▶ Identify the standards model that fits best with Genesee County, align where appropriate with state defined standards, and implement with partners.
 - Facilitated the Superintendents Association Curriculum Committee of the Whole in identifying countywide curriculum issues.
 - Developed standards for online learning to be used countywide and shared statewide.
 - Participated in the Great Start Collaborative effort to focus on policy changes for pre-school children with community partners.

Teaching, Learning, and Service Plan Accomplishments

3. Eliminate barriers that impede student access to effective programs and services.

- ▶ Review and/or update all Administrative Operating Procedures and convert them into the new Administrative Guidelines format.
 - Continued to adopt new and revised policies and initiated revision of Administrative Guidelines to implement new and revised policies.
 - Updated hiring practices and procedures to include a pilot for data based decision using an Employee Reliability Inventory that resulted in a reduction in staff turnover across the pilot departments, which reduced the time involved in hiring and training new employees.
 - Completed implementation of the TRAC system for reviewing CTE programs for gaps in planning, services, and access.
- ▶ Provide opportunities for students to access educational programs.
 - Revised the Schools of Choice program countywide to allow more students the opportunity to attend schools in other districts.
 - Secured a seat time waiver to allow Genesee County high school students who cannot attend a traditional school full time to access online course work to continue their education.
 - Continued to provide Phone Translation Services to local districts to facilitate communications with English Language Learners and their families
- ▶ Update facilities and services to address potential barriers to access.
 - Completed construction at MCIC to meet ADA requirements and to improve the learning environment for special needs students.
 - Completed renovations of Project Choice sites to accommodate the needs of special education students.
 - Installed temperature retention strips in special needs bus lift doors to minimize cold or hot air from entering the buses during stops for loading and unloading students in wheel chairs, thus protecting the health of students.
 - Expanded English Language Learner services to assist families in navigating school and community services, including adult English as a Second Language and family nights.
 - Updated the signage at Ligon to identify the new trail system.



4. Identify and implement a system capable of disaggregating, analyzing, and reporting data to support academic decision making.

- ▶ Collaborate with constituent districts in selecting and implementing a common data system that provides quality information for making instructional decisions.
 - Introduced Data for Student Success (D4SS) software for schools to use in analyzing MEAP and MME/ACT test results to identify potential goals and objectives for school improvement planning.

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- Integrated Career Technical Education Information System (CTEIS) with the Single Record Student Database (SRSD) to track graduation and placement rates to create a core performance indicator for each high school in order to meet state and federal requirements.
- Piloted the Fulcrum reporting tool in five districts to analyze and create reports from SchoolsOPEN data to support instructional decision making.
- ▶ Implement Phase 2 of the statewide monitoring system for special education (Continuous Improvement Monitoring System – CIMS) to improve student outcomes.
 - Completed implementation of CIMS countywide for collecting data on outcomes for special education students.

STAFF DEVELOPMENT

Every staff member has a responsibility for the development of students. When all staff participate in learning opportunities, they are able to maintain and expand skills to meet the changing needs of students. The following objectives have been identified to implement staff learning communities.

1. Provide training for educators in the use of research-based teaching and academic intervention strategies.

- ▶ Develop and implement an effective mentoring program for existing and emerging educators and educational leaders.
 - Provided leadership coaches to ten High Priority school principals to enhance their instructional leadership skills.
 - Provided a mentor to 12 High Priority school leadership teams to assist in making Adequate Yearly Progress (AYP) through a structured process for school improvement.
 - Provided focused professional development in research-based strategies and on-site consulting in 12 High Priority schools.
 - Continued the GFEC principal academies for aspiring and new principals.
 - Implemented a mentoring program for new special education administrators through the Genesee County Association of Special Education Administrators.
- ▶ Provide professional development for integrating career/employability skills and contextual learning strategies into all curriculum areas.
 - Conducted Career Integration workshops and podcasts to county middle school teachers.
 - Conducted pathway specific training for CTE teachers, counselors, and administrators.
- ▶ Continue to train teachers to align their curriculum with the Grade Level Content Expectations (GLCE) and the Michigan Merit Curriculum standards and to integrate them with daily core content area lessons.
 - Facilitated Career Pathway groups of teachers in conducting content specific self-reviews with a focus on where academics occur in Career Technical Education (CTE).



Teaching, Learning, and Service Plan Accomplishments

- Conducted teacher workshops on the new science GLCEs K-7 at GISD, in local districts, and in all five Lapeer County districts.
 - Introduced the new science companion documents to building leaders and teachers to improve instruction.
 - Conducted mathematics academies for teachers of Geometry, Algebra, and online Algebra credit recovery for middle and high school students.
 - Conducted teacher workshops in Understanding by Design in classroom instruction and lesson planning.
 - Conducted teacher workshops in using Power Standards.
- ▶ Continue the development of a training plan for paraprofessionals/tutors that results in improved student learning.
- Continued to provide training to GISD paraprofessionals who work with special needs students.
 - Continued to provide training to English as a Second Language tutors who work with English Language Learners.
- ▶ Provide literacy training, teaching strategies, and materials for preschool and K-3 educators to ensure consistent curriculum and instructional practices across programs.
- Conducted nutrition education training for early childhood staff.
 - Conducted training for early childhood staff on social-emotional support strategies for parents.
- ▶ Coordinate and provide training focused on school safety and Homeland Security.
- Conducted school safety training for transportation staff to maintain bus driver endorsements, to learn the latest safety techniques and requirements, and to learn current transportation guidelines.
 - Conducted updated training in homeland security and safety for local district staff.
 - Increased mentoring programs for the U.S. Department of Education in several schools with “lunch buddies” and after-school mentors in five local districts.



2. Provide training for educators to use technology to enhance and manage instruction and learning.

- ▶ Provide professional development in partnership with higher education to improve classroom instruction.
- Partnered with University of Michigan-Flint and Kettering University to provide professional development to mathematics and science teachers for integrating technology into instruction.
- ▶ Provide professional development to administrators and teachers in the use of technology to improve efficiency and effectiveness of operations and instruction.
- Provided training in the Fulcrum reporting program for pilot schools.
 - Implemented Pioneers IV to increase the number of teachers proficient in the integration of technology with instruction.

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- Provided training in the use of digital content to support teaching.
- Provided training in how to teach online effectively.
- Provided training in the use of Blackboard to access information and for use in classroom instruction.
- Provided professional development to train teachers how to integrate the latest technology into their mathematics and science units of instruction.

COMMUNICATION AND COMMUNITY RELATIONS

Building and maintaining community partnerships is one of the processes GISD uses to provide the best programs and services for its districts. The following objectives outline GISD's commitment to work with community partners.

1. Promote Genesee County's education system to build greater public awareness and support.



- ▶ Maximize the LEA communications network to refine and disseminate key educational messages to the community.
 - Implemented a legislative grassroots communication network with superintendents and local boards of education.
 - Implemented a common school year calendar countywide to provide consistency for school operations across the county.
- ▶ Establish a system to consistently exchange information regarding GISD programs and services.
 - Continued to have GISD representatives at community organization meetings to promote GISD services, to seek linkages and partnerships to improve instruction, and to bring community resources to the schools.
 - Enhanced program specific information on the GISD web site to improve customer access.
- ▶ Conduct orientation sessions about GISD services to constituent and stakeholder groups.
 - Conducted numerous orientation session about GISD services to new employees, constituent groups, and others as requested.
 - Provided presentations to local school boards about joint programs and services within their districts.
 - Presented to community groups about GISD services and programs.
 - Conducted orientation session for local district staff on the Teacher Discovery Center.
- ▶ Promote all GISD programs that enhance student learning:
 - Generated news releases pertaining to GISD programs and services to generate interest, awareness, and participation.
 - Responded to media requests for information and background on educational issues.

Teaching, Learning, and Service Plan Accomplishments

2. Identify, prioritize, and deliver professional development in the areas of marketing, public relations, and communications.

- ▶ Promote and disseminate the GISD Style and Procedures Guide as a resource for all constituent districts.
 - Implemented the GISD Style Guide and shared it with local districts.
 - Provided training to GISD staff on the use of the new electronic components of the Style Guide.
- ▶ Conduct sessions for GISD and Constituent district staff members about how to maximize organizational identity and brand characteristics.
 - Finalized the GISD organizational identity and content formats for publications.
 - Implemented procedures for media and publishing design requests.

TECHNOLOGY AND INFORMATION MANAGEMENT

An information-driven world requires changes in the operation of school systems. GISD will continue to identify creative ways to assist districts in how they manage and analyze data to improve student learning. GISD will implement the following objectives to meet this goal.

1. Continue to build efficiencies within the educational infrastructure.

- ▶ Utilize technology to manage processes and information.
 - Streamlined online access to registration, request for information, and other services on the Ligon Outdoor Center website.
 - Updated Blackboard to make it more user friendly.
 - Expanded the number of paperless meetings at GISD through the use of Blackboard.
 - Implemented EZ Reports in after-school programs for attendance and a data base of activities.
 - Transitioned all personnel, business, communications, and technology request forms into electronic formats.
 - Implemented Employee Web to replace payroll hard copy check information.
 - Implemented GISD room reservation software system for meetings and professional development activities.
 - Implemented an interface between SchoolsOPEN and Aesop software to manage employee attendance and payroll.
- ▶ Expand shared support services and collaborative models that save money for local districts.
 - Expanded shared technical service agreements for a total of 13 local districts.



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- ▶ Maintain and expand the countywide fiber optic network.
 - Explored the expansion of fiber optic cabling to connect GenNET to the Flint Cultural Center.
 - Started installation of ITV technology in each elementary building in the 21 constituent school districts.
 -

2. Provide technical support, training, and coordination to implement technology and specialized applications to enhance the effectiveness and efficiency of school operations.

- ▶ Expand technology tools to enhance the capacity to provide services that result in more resources being directed to the classroom.
 - Implemented use of EPIC for digital content to align to state standards starting with Algebra I modules for online learning.

Board of Education

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 Jerry G. Ragsdale, Vice President
 Paul D. Newman, Secretary
 Cindy A. Gansen, Treasurer
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For more information about Genesee Intermediate School District's programs and services, visit our website at:

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Genesee Intermediate School District (GISD) does not discriminate on the basis of race, color, religion, national origin, sex, disability, age, height, weight, marital status, or any other legally protected characteristic, in its programs and activities, including employment opportunities. The following person has been designated to handle inquiries regarding the nondiscrimination policies of GISD or to address any complaint of discrimination: Melinda McGraw, Human Resources Administrator, Genesee Intermediate School District, 2413 West Maple Avenue Flint, Michigan 48507-3493, (810) 591-4591.