

Collective WISDom

Working Together for Student Success



Mission And Vision Statements

WISD's mission is to promote the continuous improvement of achievement for every student while providing high-quality service to our customers through leadership, innovation, and collaboration.

WISD's vision is to be the leader in empowering, facilitating, and delivering a high-quality, boundary-spanning, educational system that educates all children through an equitable, inclusive, and holistic approach.

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Board of Education Trustees

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Message from the Superintendent



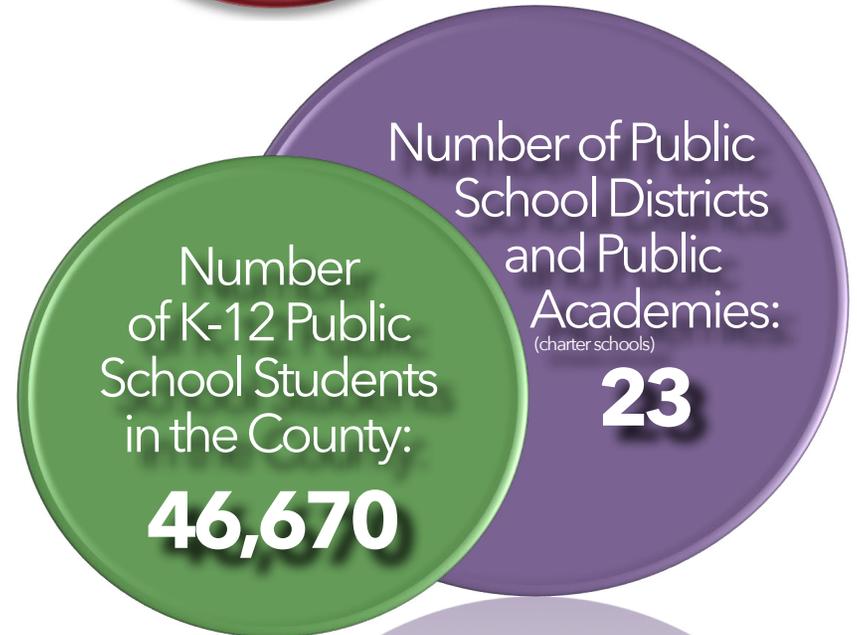
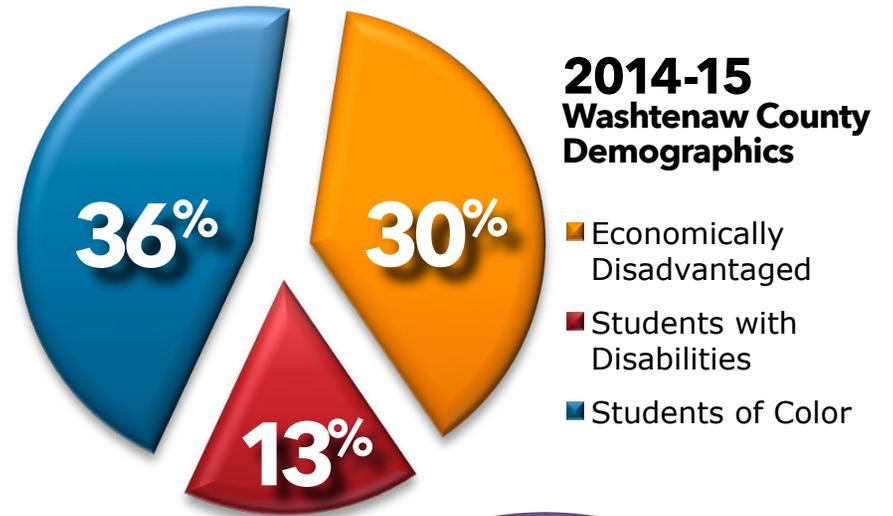
Washtenaw Intermediate School District has been serving our community for 53 years and we are pleased to present this overview of some of the work we have accomplished in the 2014-15 school year. From overseeing a network of educational services to shaping policies that impact students throughout our state, Washtenaw ISD staff are engaged in improving the quality of instruction and academic success for thousands of students.

While there are many diverse areas of service and support, this report highlights a number of key initiatives that are critical to shaping outcomes for students. Washtenaw ISD has taken a leadership role in helping to build a Cradle to Career collaborative that brings together schools, community partners, youth serving non-profits, governmental entities, and others to focus on the success of young people from birth through college and career attainment. By aligning and coordinating efforts, we are able to focus on achieving our mission of promoting the continuous improvement of achievement for every student while providing high quality service to our customers through leadership, innovation, and collaboration.

Washtenaw ISD is passionately committed to equity, inclusion, and social justice. Although Washtenaw County tends to outperform the rest of the state on academic measures of success, there are many students who struggle and need additional support to achieve their fullest potential. The efforts highlighted in this report reflect our commitment to each and every child in our county.

Scott A. Menzel

Fast Facts:

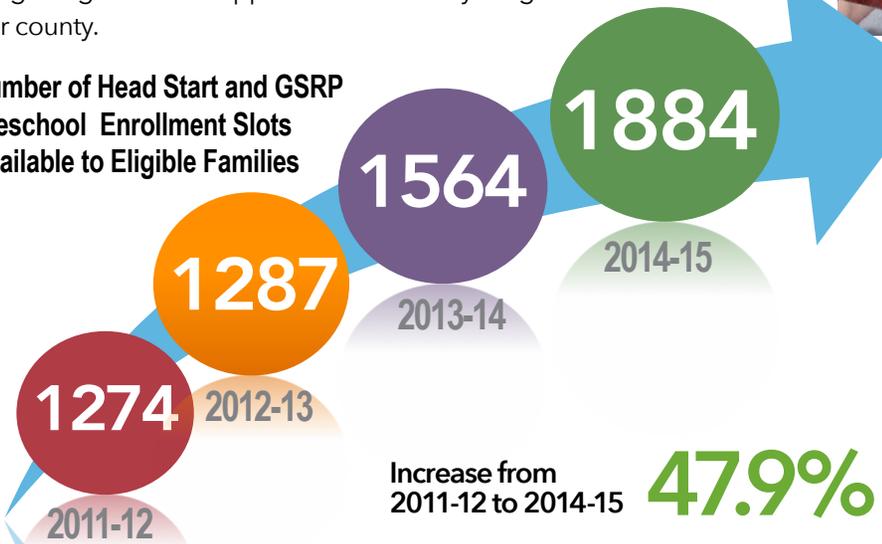


Bright Beginnings

Focus on our youngest learners continues to gain momentum with increased awareness and commitments to early childhood education on both the national and state levels. Locally, Washtenaw ISD responded to the increasing demand for early childhood services in the county during the 2014-15 school year, by providing new supports for children and parents, from prenatal to kindergarten entry. Last year was WISD's fourth year as the grantee for the countywide Great Start Readiness Program (GSRP) and our second year as the Head Start grantee for Washtenaw County. During the last school year, the two preschool programs continued to expand. In addition to the increase in children attending preschool across the county, WISD added school-day preschool classrooms, **with over 700 children** attending a school-day program last year. Finally, our new Early Head Start home visiting program for infants and toddlers was introduced last fall and was fully enrolled within weeks. In total, all WISD home visiting programs for children ages 0-3 experienced a major expansion with participation increasing by almost 60% from the previous year. Looking ahead, the expectation is for continued program growth and opportunities for the youngest children within our county.



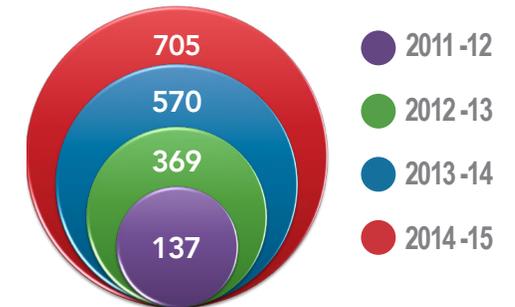
Number of Head Start and GSRP Preschool Enrollment Slots Available to Eligible Families



Early Head Start (birth to 3) Enrollment



School Day Preschool Enrollment



Increase from 2011-12 to 2014-15

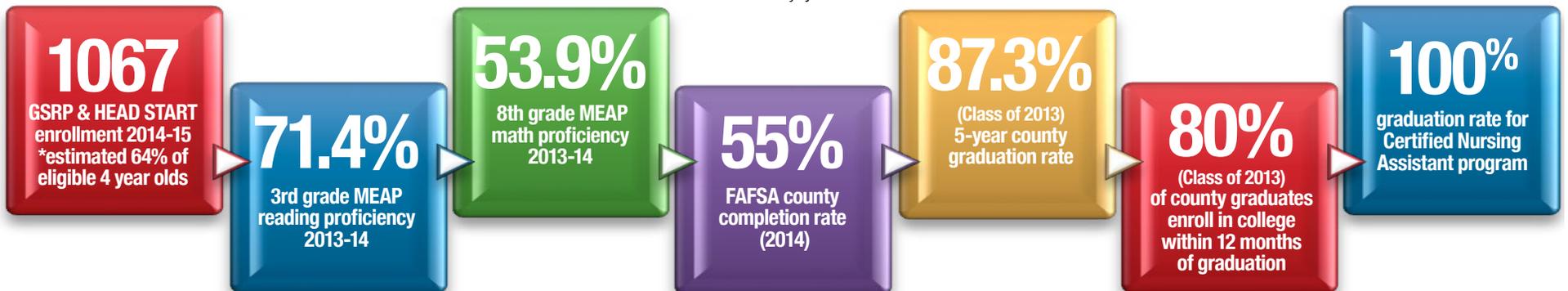
514%

Cradle to Career

Three networks began the process to form an interwoven system of community and school supports for children and their families, from prenatal through post-secondary education/training. Washtenaw County Cradle to Career connects three county-wide networks that target specific age groups and collectively provide support to children, youth, and their families: Success by 6 Great Start Collaborative, Washtenaw Alliance for Children and Youth (WACY) and Washtenaw Futures. Working with Washtenaw ISD leadership, the networks are designed to meet the needs of children and youth as they transition through educational and developmental stages. From making sure children are ready to enter kindergarten and succeed, to assisting high school students with filing college application forms, the Cradle to Career Collaborative will positively impact thousands of youth in our community to Achieve, Connect, and Thrive!



A child enjoys the annual "Touch-A-Truck" event.



Specialized Services

Washtenaw ISD is uniquely equipped to provide highly specialized services for hundreds of students throughout the county.



Special Education staff, such as Teacher Consultants, also provide supports for students with low incidence disabilities who are included in the regular classroom, such as those with visual impairments.

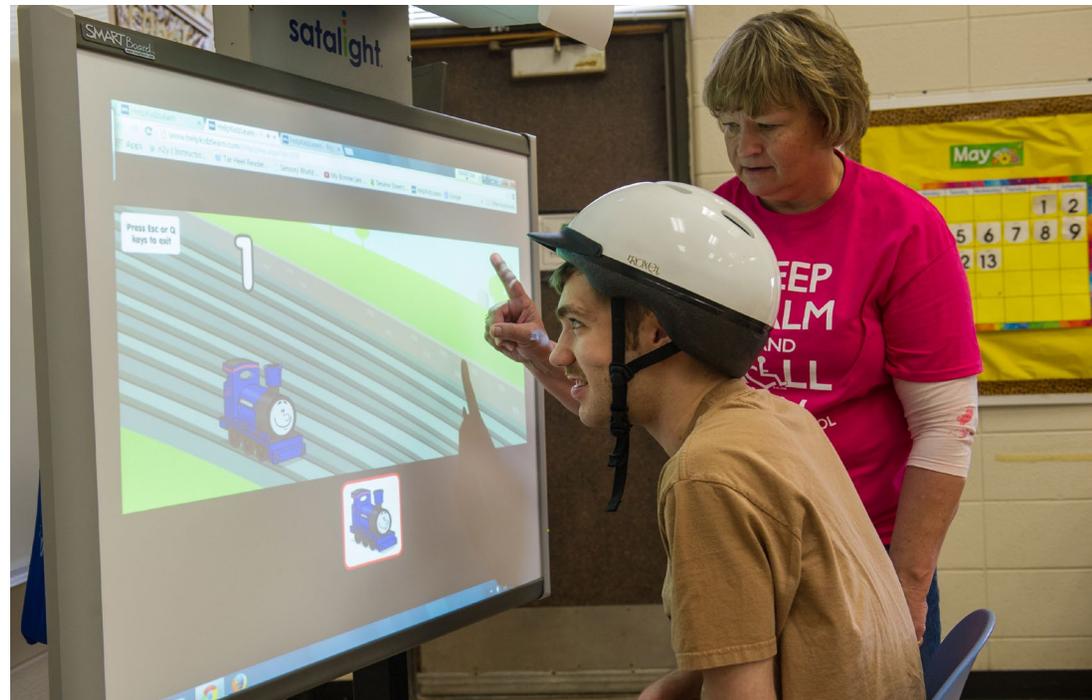
During the 2014-15 school year, the staff embraced a number of methods to promote collegial and teaching technique growth. The Adaptive Leadership Network was used by the Deaf and Hard of Hearing Program; the Young Adult

Program/Project received professional development in Statewide Autism Resources and Training, Transition Compliance, and the National Alliance on Mental Illness; High Point and Local Based Programs staff were instructed in Emergent Literacy techniques to learn how to teach literacy to students with significant disabilities; Forest staff tweaked the Respect, Own your behavior, Ask for help, Responsibility (ROAR), a behavior reward system, as part of their ongoing work with Positive Behavior Intervention Supports.

The Special Education Department also continued their partnership with UMS and Ann Arbor Public Schools to bring Kennedy Center talents to the local landscape. The year included a visit from teaching artist Ryan Hourigan, who presented a series of workshops centered on "Accessibility and the Arts."

The ISD operates the following programs:

- High Point School - a school for students who are medically fragile and / or have severe cognitive and behavioral disabilities
- Forest School - a day-treatment program for students with severe behavioral, emotional, and/or mental health needs
- Deaf and Hard of Hearing Program (D/HH)
- Local-based classrooms in Ann Arbor and Dexter
- Young Adult Programs in eight locations
- Court Involved Youth



Teaching and Learning

It was an extremely active year with multiple teacher networks, spanning two counties, engaged in year-around learning. Over 70 educators are immersed in a two-year Intel Math Project, helping K-8 educators sharpen their math instructional methods and deepening their understanding of core math concepts.

The Study of Early Literacy (SOEL) met monthly to help educators close the literacy achievement gap and 40 teachers from 10 school districts participated. Participants are committed to deep, on-going instruction designed to empower them to share this knowledge with colleagues. Several Literacy Summits convened at Washtenaw ISD, with literacy experts headlining the events.

The Writing Collaborative, a group of English teachers, said the professional development has strengthened their teaching practices and bolstered the writing and reading skills of their students. A segment of this group collaborated on an article about their work and the result was an article published in an international magazine, Literacy Today.

Assessment Literacy is the link between curriculum and instruction. Through the study of assessment literacy, teachers gain a foundational knowledge and the skills necessary to acquire accurate information regarding student achievement. Over 120 educators are developing assessment literacy skills, working toward mastering standards so that students understand learning expectations.



Awards, Publications & Presentations

- ✦ Writing Collaborative published in Literacy Today July/August 2015
- ✦ Intel Math featured in Livingston Daily Press & Argus 6/4/15
- ✦ SOEL published in Michigan Reading Journal 2015, Vol 47, No2
- ✦ Intel Math featured in InspirED 2/19/15 issue
- ✦ SOEL featured in InspirED 3/19/15 issue
- ✦ Participation by invite in MDE Reading Work
- ✦ Community Health Committee Presentation 10/14/14
- ✦ ASCD National Conference, Culture & Diversity Presentation 3/2015

Instructional Network Teacher Participants & Leaders

The Achievement Initiatives Team serves districts in Washtenaw & Livingston counties. The data represents both of the counties.

14
Network-Related Trainings

10
Instructional Networks

735
Total Participants

Diversity and Social Justice

Washtenaw ISD is committed to providing equitable opportunities for all students in our county.

The third annual Washtenaw Youth Diversity Forum at Eastern Michigan University hosted representative from all districts in the county to discuss and explore pertinent topics related to diversity. Break out sessions included stereotypes and crime, immigration, and the unrest in Ferguson, MO. Working with Neutral Zone (NZ), seven Diversity Youth Councils were formed in local high schools, building on the momentum from the Youth Diversity Forum. Neutral Zone is a youth-driven teen center that promotes personal growth through artistic expression, community leadership and the exchange of ideas.

District instructional leaders recommended the creation of a Culture and Diversity Task Force. The objective of the task force is to:

- Help educators better understand social justice, equity, and multicultural education
- Develop culturally responsive curriculum and assessment
- Foster a school culture that is inclusive
- Support systemic change including policies and community development



7 High Schools
created Diversity
Councils

Students Educating Each
other about Diversity (SEED)



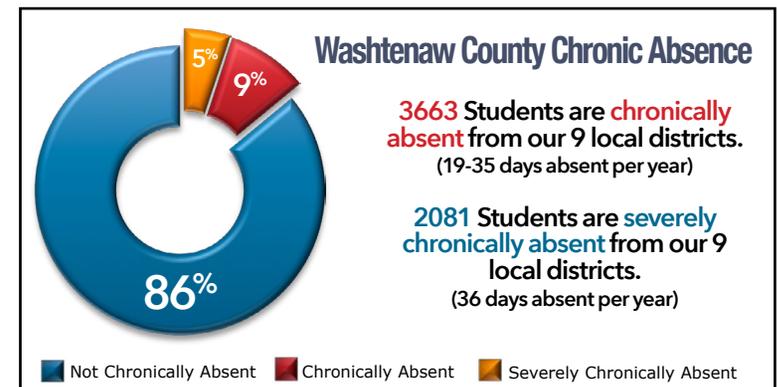
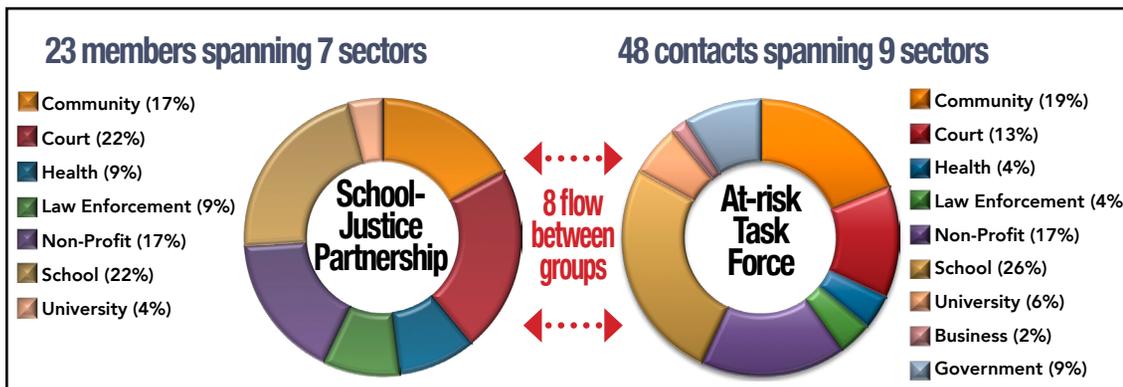
Community Partnerships

Education is enhanced with rich community partnerships. Washtenaw ISD is fortunate to have access to a myriad of resources that have solidified strong alliances that benefit students and faculty.

Washtenaw Community College has been an important partner with the development of Career Technical Education options. The successful development of Construction Trades and Certified Nursing Assistant programs, offered to students at Ypsilanti Community Schools, opened the door this year to include students from Lincoln Consolidated Schools.

The Washtenaw County Sheriff's Office, with support from Washtenaw United Way, worked with Washtenaw ISD to train hundreds of staff in ways to respond to an active shooter/threat (ALICE initiative). In addition to staff, student lesson plans were developed for 47,000 students in the county and the lessons were piloted in various schools. The ALICE initiative has been so successful that key trainers presented their program at the Association of Educational Service Agencies national conference.

Sparked by a national initiative, Washtenaw County formed the



School-Justice Partnership. Locally, representatives from the courts, law enforcement, schools, and student advocacy groups rallied to brainstorm ways to improve school attendance. The Washtenaw County School-Justice Partnership hosted forums to highlight chronic absenteeism and the impact it has on student achievement. Student voice was engaged to provide feedback on how to market and raise school attendance with suggested student incentives. A web site was also created to provide valuable information on the importance of school attendance <http://attendancematters.weebly.com>.

Awarded Michigan State Police Grant Over \$550,000
 Provided to install video intercom door release systems and/or security film



ALICE Training

5 COUNTIES INQUIRING ABOUT ALICE
 • Wayne • Lenawee • Oakland • Livingston • Saginaw

Nominated for National Exemplary School Safety Initiative Award

4500
 active shooter training participants

8
 districts trained

130+
 personnel across 9 districts completed train the trainer sessions

300+
 bus drivers trained countywide

84% of survey participants had no previous knowledge or exposure to ALICE





District Services

Collaboration and services to our local constituent districts continues to be a large focus for the Business and Technology Departments.

Business Services completed the conversion to the New World Finance and Human Resources System and were instrumental in providing project management, training, and support to the local districts. All districts are now onboard with the unified system and a Washtenaw ISD staff member is devoted to providing ongoing support and helping districts to realize a successful transition.

Technology has been instrumental in coordinating various shared services efforts. Working with Lincoln Consolidated Schools and Ypsilanti Community Schools, the Technology Department was able to compose an agreement, adopted by both boards of education, for a shared Technology Director and key technology support staff.

Technology Staff, working in conjunction with the Achievement Initiatives Department, planned for and implemented the M-STEP online assessment

testing program. In order for the project to operate successfully, the bandwidth was doubled. The process was relatively smooth and testing was completed with only minor challenges.

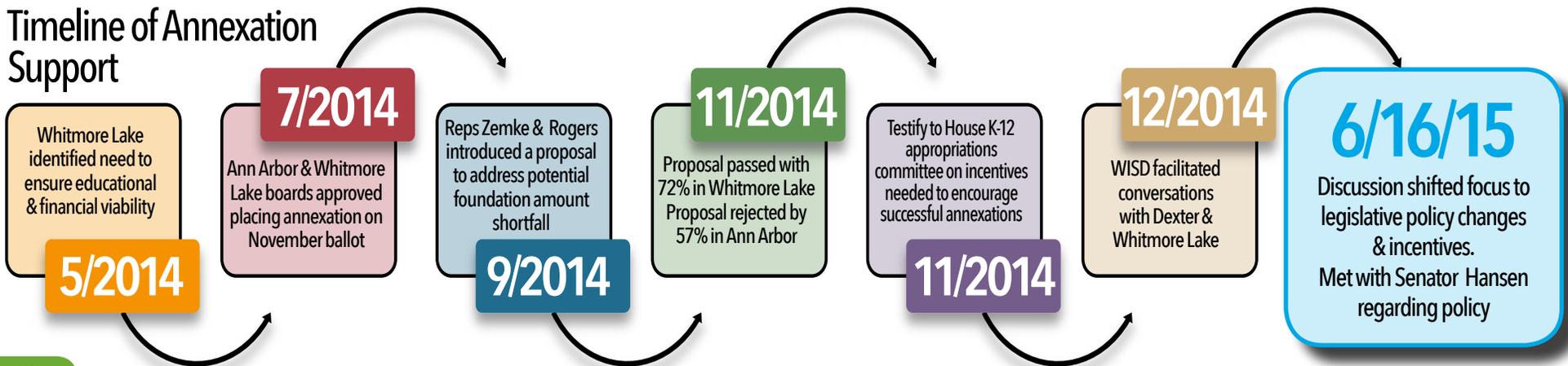
Washtenaw ISD was asked to assist with annexation discussions between Ann Arbor Public Schools and Whitmore Lake Public Schools. When a vote of the electorate in Ann Arbor failed, Whitmore Lake and Dexter Community Schools began exploring the possibility of annexation, again with the support of Washtenaw ISD. Agency leadership met with State legislators in an effort to secure changes to the State School Aid Act to address the shortfall in the foundation allowance if annexation is approved.

The lack of adequate financial incentives has idled annexation progress at this time.

Another important and on-going service to local districts is the expertise of our Facilities Department. Cooperative bids for energy service and construction management services are a few of the countywide efforts that were coordinated.



Timeline of Annexation Support



Facilities improvements

The Operations Department has maintained a steady schedule of building improvements on the main Washtenaw ISD campus and Young Adult Centers. Following are some of the key improvements:

High Point

- New interior and exterior LED lighting
- Energy control system
- Installation of security door
- New office and storage room flooring
- Refurbishing and adding bathrooms
- Playground renovation

Teaching and Learning Center

- New interior and exterior LED lighting
- Energy control system
- Remodeled the Achievement Initiatives Department
- Planning underway for renovation of the warehouse space

Young Adult sites

- New kitchen - Chelsea
- New kitchen - Ypsilanti

The Barn

The barn is being renovated for storage space

- Reinforcing the structure
- Installation of a new metal roof





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