
Comprehensive Needs Assessment Summary Paddock School 2024-2025

District Demographic Data

The city of Milan was founded in 1831 and is located in the Southeastern Michigan Counties of Washtenaw and Monroe. The city has a total of 3.4 square miles with 75% of its residents living in Washtenaw County and 25% of its residents living in Monroe County. Located between the cultural and commercial hubs of Ann Arbor, MI and Toledo, OH, Milan has both rural and industrial areas. The population of the City of Milan is around 6,000, which inhabit just over 2,500 households. Milan Area Schools includes the entire City of Milan as well as parts of the following townships: Augusta, Pittsfield, Saline, York, Exeter, London, and Milan. These townships are also split between Washtenaw County and Monroe County. The district encompasses approximately 84 square miles of land. The racial makeup of the school district is 88% White, 4.5% Hispanic/Latino, 7% Two or More Races, 3% African American, and <1% Asian. The residents of the City of Milan have varied educational experiences with approximately 48% of the population above 25 years of age earning an associates degree or beyond. The median household income in Milan is just over \$93,000, with a poverty rate of 9.4% (8.2% rate for residents aged 18 or under). *Data listed above gathered online through the U.S. Census Bureau and MiSchoolData

The racial makeup of the student population is 83% White, 7% Hispanic/Latino, 6% Two or More Races, 3% African American, and 1% Asian. Our student population is also: 81% At-Risk, 40% Economically Disadvantaged, 17% Students with Disabilities, and 2% English Language Learners.

Milan Area Schools has four school buildings: Paddock Elementary School, Symons Elementary School, Milan Middle School, and Milan High School. The district proudly operates a schools-of-choice program and consistently receives enrollments from more than 20 districts from Washtenaw County and four contiguous counties. Milan Area Schools recognizes a net increase of 226 students when considering non-resident students attending Milan vs. resident students attending elsewhere. The District offers an exceptional educational program to over 1,900 students in Preschool through Twelfth grade. Milan Area Schools employs 388 staff with 126 serving in the capacity of direct instructional staff. The instructional staff is considered 100% Highly Qualified, with a beneficial mixture of veteran teachers and teachers new to the profession, averaging over 11 years of service. Amongst the staff, 31 are certified with bachelor's degrees, 92 with master's degrees, and two teachers with a doctorate degree.

School Demographic Data

At Paddock, we have a total of 279 students and 31 staff members providing direct student instruction and support. Of our 356 students, 42.7% are female students and 57.3% are male students. The

percentage of students with disabilities in our building is 17%. Our student population is 81% White, 9% Two or More Races, 8% Hispanic, 1% African American, and less than 1% Asian. Our free and reduced lunch rate for the 2024-2025 school year is 40%, and 74% of our students qualify for At-Risk services.

Staff Perceptions

Our staff described Paddock as a school that is safe and where staff members and students treat each other with respect. It is believed that the school has high learning standards for all students and that students receive support based on individual needs. Students receive helpful feedback for their work and are prepared for the next level of learning. Student discipline was an area identified for growth. To address this concern, the staff created a building wide behavior matrix to ensure that clear expectations were presented to all students.

Parental Perceptions

Our parents reported that they feel Paddock is a safe, clean, and welcoming school where students receive support based on individual needs. There is confidence that all students have at least one staff member whom a student can go to with a problem for assistance. There is a strong belief that Paddock has high learning standards for all students and that they are receiving the support they need to prepare for the future. Parents shared that an area of growth would be the staff response to reports of bullying. To address this concern, the staff adopted the “be kind” initiative as well as training staff in the “Trails” curriculum to support Social Emotional Learning.

Student Achievement

Identified areas of strength: Reading Foundational Skills (Phonemic awareness and Phonics)

Identified areas of weakness: Language and Writing skills, Operations and Algebraic Thinking

Based on our state and local data during the previous school year, we made the following changes in order to improve student achievement.

- Professional development and implementation of instruction aligned to the science of reading.
- Direct instruction in Foundational Skills and Language Comprehension
- Explicit instruction in sentence writing
- Small group instruction and intervention

School Systems Review

Milan Area Schools conducts Internal Reviews on an annual basis in each school building. The review process is modeled after the AdvancED Accreditation Review process, whereby the host school shares a comprehensive presentation reviewing academic and perception data along with data-based plans for the upcoming school year. The visiting team, including administrators and teachers from the three other district buildings, receive the presentation, conduct classroom visits, interview a student panel, review artifacts in the building, and then summarize their experience.

The visiting team for the most recent review, completed in October 2024, identified the following highlights at Paddock School:

- The review at Paddock highlighted a clear emphasis of data-driven decision making for both academic and affective improvements.
- Evidence of continuous improvement and a commitment to professional growth.
- Cohesive approach to instruction and student support led with love, care, kindness, and a family-oriented approach.

- Active and purposeful teaching and learning evident with positive and joyful interactions.
- Intentional actions to support the expectations of a responsible, respectful, and safe school environment
- Clearly valued routines and practices to ensure a consistent learning environment for students
- A clear focus on building student independence
- Strong emphasis on community - Paddock is focused on student long-term student success
- The students feel known by the adults - camaraderie and relationships are valued
- Paddock Pride! - Stakeholders display pride in their interactions with one another.

Comprehensive Needs Assessment Determinations

The Comprehensive Needs Assessment, which serves as the conclusive report of the annual cyclical district improvement process, yields the following strategies in alignment with district-wide goals established by Milan Area Schools:

1. **MAS Mathematics Goal:** Reduce the gap in NWEA Mathematics RIT scores and PSAT/SAT Math by at least 25% from Fall to Spring between the all-student average and Students with Disabilities and also Economically Disadvantaged Students.
 - **Paddock Mathematics Strategy:** Small Group Instruction to differentiate and individualize instruction and intervention through ability-grouping based on local and standardized assessment data.
2. **MAS Reading Goal:** Reduce the gap in NWEA Mathematics RIT scores and PSAT/SAT Math by at least 25% from Fall to Spring between the all-student average and Students with Disabilities and also Economically Disadvantaged Students.
 - **Paddock Reading Strategy:** High Quality Intensive Reading Intervention - The Reading Interventionists will utilize a variety of strategies, including Letter Lessons, Sound Partners, Heggerty Phonemic Awareness, UFLI, SIPPS, Orton-Gillingham, and Tools4Reading to provide ongoing and consistent intervention to students who qualify as at-risk according to the criteria established by the state of Michigan.