



BSD#7 LRSP Strategic Objective ACTION PLAN: 1.05 CI Professional Development 2011-12

Strategic Objective (SO): 1.05 Utilize meaningful, job-embedded professional development to support student achievement.

Topic of Strategic Objective (SO) e.g., Math, PEAKS, etc.: General C&I

Leader: Asst. Supt.
Team Members: Curriculum Director, Instructional Coach Team

Action Plan Projected Completion Date: On-Going

Evaluation Plan: *Describe steps you will take to determine if you have reached this strategic objective.*
Instructional Coaching Training and Implementation
Use Instructional Coaching Scale: Measuring the Impact of Coaching Interactions. (Woodruff, 2007).
Affective reactions (teacher reactions and feelings re: instructional coaches)
Teacher survey based on Likert Scale to evaluate effectiveness of instructional coaching model.

Best Practice Investigation: *What information is uncovered looking at best practice in relation to this strategic objective.*
According to Jim Knight’s book Instructional Coaching (Knight 2007) when instructional coaches focus on “The Big Four” areas of teacher assistance, i.e., classroom behavior, content knowledge, direct instruction and formative assessment student achievement improves by 75% when the right conditions exist – administrative support and qualified coaches.

Action Steps What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who Who will be responsible for what actions?	Timeframe What is a realistic timeframe for each action?
Instructional Coaching Training and Implementation 1. Instructional Coaches attend opening day school staff meeting to learn about LRSP and personalized learning/P+ concept. 2. Instructional Coaches assist in planning and participate in Student Achievement Day meeting. 3. Instructional Coaches participate in an expanded Instructional Cabinet to discuss and work on curriculum/instruction/assessment/professional development issues. 4. Instructional Coaches convene to discuss pertinent issues related to curriculum and instruction. 5. Collaborate on other coaching opportunities with MSU, etc. 6. Instructional Coaches plan and deliver professional develop for grade level meetings and at building sites. 7. Plan for coach model maintenance and expansion. 8. Conduct Instructional Coach survey. 9. Manage professional development Moodle site.	1. Principals 2. Principals 3. Instructional Cabinet 4. Asst. Supt., Curriculum Director, Coaches 5. Asst. Supt. 6. Asst. Supt., Curriculum Director, Building Principals 7. Asst. Supt. 8. Instructional Coaches 9. Instructional Coaches	1. August 2011 and annually 2. Annually 3. Monthly and as needed 4. Weekly 5. Ongoing 6. Ongoing 7. Annually 8. Annually 9. Ongoing

<p>10. Instructional Cabinet will operate as a PLC.</p> <p>11. PLC time is built in to school calendar and utilized as such (early releases).</p> <p>12. PLC time is built in to the school calendar for the future.</p> <p>13. PLC concept is reflected in building action plans.</p> <p>14. Teachers use individualized professional development plans to meet state requirement of 12 professional development hours.</p>	<p>10. Asst. Supt.</p> <p>11. Building Principals</p> <p>12. Calendar Committee</p> <p>13. Building Principals</p> <p>14. Teachers; Principals</p>	<p>10. On-going</p> <p>11. 2011-12</p> <p>12. Summer 2011; 2011-12 School Year</p> <p>13. On-going</p> <p>14. 2011-12 School Year and On-going</p>
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Progress expected by the end of the year:

Continued implementation of instructional coaching.

Increased teacher participation in each school.

Continually updated Professional Development Moodle site.

Survey will be completed by April 2012.

A school calendar for future years that provides additional time for PLCs to meet.

All staff members participating on at least one PLC.

Building action plans incorporate the PLC concept in every building.