



BSD#7 LRSP Strategic Objective ACTION PLAN: 1.05 HA 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.: Certified Staff Job-Embedded Professional Development

Leader: Building Principal and Instructional Coach
Team Members: Hawthorne Staff

Action Plan Projected Completion Date:
Spring 2012

Evaluation Plan: Describe steps you will take to determine if you have reached this strategic objective.

Completion of 12-hour Personalized Professional Development Plan by each certified staff member.

Best Practice Investigation: What information is uncovered looking at best practice in relation to this strategic objective.

Job-embedded professional development has demonstrated to provide a significant boost to teacher effectiveness and, therefore, student achievement.

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?
1. All certified staff will attend two district professional development trainings	1. HA Certified Staff	1. Jan. 19, 2012 & April 3, 2012
2. All certified staff will complete 12-hours of personal professional development.	2. HA Certified Staff	2. July 1, 2011 - June 30, 2012
3. All certified staff will complete 8-hours professional development focused on Response to Intervention (RtI).	3. HA Certified Staff	3. Oct. 4 & Nov. 10, 2011, Feb 15 & May 24, 2012
4. All certified staff will attend one Student Achievement extra contract day.	4. HA Certified Staff	4. Sept. 21, 2011
5. Building staff will have the opportunity to work with their building instructional coach on topics of choice.	5. HA Certified Staff	5. Sept. 1, 2011 – June 8, 2012
6. On-going site-specific professional development at staff meetings.	6. HA Certified Staff	6. Sept. 2011 – May 2012

Progress expected by the end of the year: Additional Professional Development by each certified staff increasing individual capacity to improve student learning.