



BSD#7 LRSP Strategic Objective ACTION PLAN: **1.05 CI Professional Development 2012-13**

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.: Curriculum & Instruction

Leader: Deputy Superintendent Instruction
Team Members: Curriculum Director, Instructional Coaches, Technology/Curriculum Specialist

Action Plan Projected Completion Date: on-going

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

Professional Development for Expanded Instructional Cabinet, building Staff Meetings, Grade Level Teams, BSD7 Employees
 District Professional Development Committee reconvened
 Access ELA CCSS implementation
 Access 8 Mathematical Practices implementation
 80% or more Staff that complete an Instructional Coach
 Survey report positive outcomes of working with Instructional Coaches
 100% Certified Staff complete 12-hours of Personalized Professional Development

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

Student Achievement improves by 75% when teacher support by Instructional Coaches is focused on 'The Big Four': classroom behavior, content knowledge, direct instruction, and formative assessment (Knight, 2007)

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. Instructional Cabinet will operate as a Professional Learning Community (PLC)	1. Deputy Superintendent Instruction: facilitates IC agendas and IC meetings	1. On-going
2. PLC concept is reflected in building Action Plans	2. Building Principals	2. On-going
3. Continued use of Instructional Practices: Quadrant D, UBD planning procedures, Standards-Based assessment, Performance-Based Grading practices, RtI, formative assessment	3. Curriculum Director: coordinate professional development for Expanded Instructional Cabinet (26 sessions) Instructional Coaches & Tech/Curr Specialist: facilitate professional development for school staff(s) and Expanded Instructional Cabinet ALL Staff: build own capacity in district's	3. 2012-2013 School Year & On-going

4. Implementation of ELA CCSS	identified Instructional Practices 4. Curriculum Director: facilitate District ELA CCSS Committee, monitor implementation and supports needed Instructional Coaches: coordinate/facilitate multiple Professional Development opportunities for BSD7 staff members (including two district early release PD sessions)	4. 2012-2013 School year & on-going
5. Focus on 8 Mathematical Practices Focus, Full implementation of Math CCSS in 2013 – 2014 School Year	5. Curriculum Director: facilitate District Math CCSS Committee, monitor implementation and supports needed Instructional Coaches: coordinate/facilitate multiple Professional Development opportunities for BSD7 staff member (including two district early release PD sessions)	5. 2012-2013 School Year & on-going
6. Reconvene District Professional Development Committee <ul style="list-style-type: none"> Review option of College Credit for 12-hour PD Develop 2013-2014 Professional Development Matrix 	6. Curriculum Director & MEA President: coordinate meetings/agendas Principals: Committee Member & attends all meetings School Representatives: Committee Members attend all meetings and share disseminate information to staffs	6. 2012-2013 School Year
7. Instructional Coaches <ul style="list-style-type: none"> Provide job-embedded Professional Development Evolving Instructional Coach Model implemented/reviewed Coach Survey completed Spring 2013 	7. Curriculum Director: Supervises Instructional Coaches Instructional Coaches: Provide professional	7. 2012-2013 & on-going

<p>8. Continue to seek opportunities for Staff Members to engage/collaborate together</p> <p>9. Teachers use individualized Professional Development Plans to meet state requirement of 12 professional development hours</p> <p>10. Explore expanding Job-Shadowing for 6th – 8th Teachers</p>	<p>development – Expanded IC, Staff Meetings, BSD7 employees</p> <p>8. Calendar Committee</p> <p>9. Building Principals: Pre-approve Teachers 12-hour ProDev Plans Teachers: Complete 12-hours Personalized Professional Development</p> <p>10. Curriculum Director</p>	<p>8. 2012-2013 School Year & on-going</p> <p>9. 2012-2013 School Year & on-going</p> <p>10. 2012-2013 School Year</p>
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Progress expected by the end of the year:

Professional Development for Expanded Instructional Cabinet

District Professional Development Committee reconvened

Access ELA CCSS implementation

Access 8 Mathematical Practices implementation

80% or more Staff that complete an Instructional Coach Survey report positive outcomes of working with Instructional Coaches

100% Certified Staff complete 12-hours of Personalized Professional Development