



## 2019-20 Professional Development Scorecard

School/Department: Professional Development	Administrative Team: Aloy Pien
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Strategic Goal Areas and Vital Measures	Q1 Progress Monitoring Report	MY Progress Monitoring Report	EOY Goal Report
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Through explicit focus on student achievement, academic growth, gap closing and postsecondary readiness, we will increase the number of schools exceeding expectations on statewide school report cards.

### NUMERACY - STUDENT RESULTS POLICY 2

TEACHING & LEARNING	<table border="1"> <tr> <td><b>ACHIEVEMENT GOAL</b></td> <td>We will increase our overall STAR MATH ACHIEVEMENT scores from ____ to ____ through the implementation of the strategies and action steps listed below.</td> <td> <table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> <td> <table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> <td> <table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> </tr> </table> </td> </tr> </table> </td> </tr> <tr> <td><b>GROWTH GOAL</b></td> <td> <p>We will increase our overall STAR MATH <i>BELOW TO MEETING</i> BENCHMARK scores from ____ to ____ through the implementation of the strategies and action steps listed below.</p> <p>We will increase our overall STAR MATH GROWTH scores from ____ to ____ through the implementation of the strategies and action steps listed below.</p> </td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> </tr> </table> </td> </tr> </table> </td> </tr> </table> </td> </tr> </table> </td> </tr> </table>	<b>ACHIEVEMENT GOAL</b>	We will increase our overall STAR MATH ACHIEVEMENT scores from ____ to ____ through the implementation of the strategies and action steps listed below.	<table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> <td> <table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> <td> <table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> </tr> </table> </td> </tr> </table> </td> </tr> <tr> <td><b>GROWTH GOAL</b></td> <td> <p>We will increase our overall STAR MATH <i>BELOW TO MEETING</i> BENCHMARK scores from ____ to ____ through the implementation of the strategies and action steps listed below.</p> <p>We will increase our overall STAR MATH GROWTH scores from ____ to ____ through the implementation of the strategies and action steps listed below.</p> </td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> </tr> </table> </td> </tr> </table> </td> </tr> </table> </td> </tr> </table>	ACHIEVEMENT		<table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> <td> <table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> </tr> </table> </td> </tr> </table>	ACHIEVEMENT		<table border="1"> <tr> <td>ACHIEVEMENT</td> <td></td> </tr> </table>	ACHIEVEMENT		<b>GROWTH GOAL</b>	<p>We will increase our overall STAR MATH <i>BELOW TO MEETING</i> BENCHMARK scores from ____ to ____ through the implementation of the strategies and action steps listed below.</p> <p>We will increase our overall STAR MATH GROWTH scores from ____ to ____ through the implementation of the strategies and action steps listed below.</p>	<table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> </tr> </table> </td> </tr> </table> </td> </tr> </table>	GROWTH		<table border="1"> <tr> <td>GROWTH</td> <td></td> <td> <table border="1"> <tr> <td>GROWTH</td> <td></td> </tr> </table> </td> </tr> </table>	GROWTH		<table border="1"> <tr> <td>GROWTH</td> <td></td> </tr> </table>	GROWTH	
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STUDENT ATTENDANCE	We will increase our overall Attendance Rate from 93.17% to 94.17%.	ENGAGEMENT		ENGAGEMENT		ENGAGEMENT		
STUDENT ENGAGEMENT	<p>In an effort to increase the overall district mean on the Student Engagement survey, we will focus on the following three questions.</p> <ul style="list-style-type: none"> <li>• The survey question, <i>"I am satisfied with my school's efforts to prevent bullying"</i> from 2.56 to 2.59</li> <li>• The survey question, <i>"I feel I belong at this school"</i> from 2.92 to 2.95</li> <li>• The survey question, <i>"I enjoy going to school"</i> from 2.55 to 2.58</li> </ul>	ENGAGEMENT		ENGAGEMENT		ENGAGEMENT		
EMPLOYEE ENGAGEMENT	In an effort to create an asset-based school district where staff feel engaged in our work as a school district, an increase in the district mean to the survey question, <i>"All things considered, this District is a good place to work"</i> from 3.76 to 3.87 or higher.	ENGAGEMENT		ENGAGEMENT		ENGAGEMENT		

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## UNIVERSAL INSTRUCTION: NUMERACY - STUDENT RESULTS POLICY 2

**MATH Goal:**

**Achievement:**

- We will increase our overall STAR MATH ACHIEVEMENT scores from \_\_\_\_ to \_\_\_\_ through the implementation of the strategies and action steps listed below.

**Growth:**

- We will increase our overall STAR MATH *BELOW TO MEETING* BENCHMARK scores from \_\_\_\_ to \_\_\_\_ through the implementation of the strategies and action steps listed below.
- We will increase our overall STAR MATH GROWTH scores from \_\_\_\_ to \_\_\_\_ through the implementation of the strategies and action steps listed below.

Strategic Initiatives	Q1	Mid-Year	EOY
<b>STUDENT GROWTH AND ACHIEVEMENT (AT OR ABOVE BENCHMARK)</b>			
<ul style="list-style-type: none"> <li>● <b>PLC &amp; DATA LITERACY:</b> Providing and supporting professional development around analyzing student learning to support site PLC/LLTs.                             <ul style="list-style-type: none"> <li>○ Evidence of professional development for administration and staff around the use of the EduClimber tool.</li> <li>○ Evidence of professional development in the implementation of FastBridge progress monitoring tool system-wide.</li> </ul> </li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of supported and funded professional development opportunities, in partnership with the math coordinator, for math teachers to attend outside conferences.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of math workshop book studies and professional development opportunities for math educators.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of professional development for all instructional coaches to develop consistent student centered coaching framework and coaching cycles from which to serve at the site levels.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of professional development access for any new interventions that the MTSS team recommends.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of professional development to support student services Equals Math training.</li> </ul>			

## UNIVERSAL INSTRUCTION: LITERACY - STUDENT RESULTS POLICY 2

**LITERACY Goal:**

**Achievement:**

- We will increase our overall District STAR LITERACY ACHIEVEMENT scores from \_\_\_\_ to \_\_\_\_ through the implementation of the strategies and action steps listed below.

**Growth:**

- We will increase our overall STAR LITERACY *BELOW TO MEETING* BENCHMARK scores from \_\_\_\_ to \_\_\_\_ through the implementation of the strategies and action steps listed below.
- We will increase our overall STAR LITERACY GROWTH scores from \_\_\_\_ to \_\_\_\_ through the implementation of the strategies and action steps listed below.

Strategic Initiatives	Q1	Mid-Year	EOY
<b>STUDENT GROWTH AND ACHIEVEMENT (AT OR ABOVE BENCHMARK)</b>			
<ul style="list-style-type: none"> <li>● <b>PLC &amp; DATA LITERACY:</b> Providing and supporting professional development around analyzing student learning to support site PLC/LLTs.                             <ul style="list-style-type: none"> <li>○ Evidence of professional development for administration and staff around the use of the EduClimber tool.</li> <li>○ Evidence of professional development in the implementation of FastBridge progress monitoring tool system-wide.</li> </ul> </li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of coordinated professional development with Mary Ehrenworth - leading ELA leaders through the Think Tank model to cross walk Forward Exam and Units of Study.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of coordinated, monitored and supported two full-school labsites with Teachers College facilitators.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of coordinated professional development with Student Centered Coaching focused on specific learning with the author of <i>Clarity for Learning</i> for all TLE, administrators, instructional coaches and mentors to develop clear language to use as leaders around learning.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of professional development for all instructional coaches to develop consistent student centered coaching framework and coaching cycles from which to serve at the site levels.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of coordinated high quality professional development for professional educators to support implementation of phonics/word work curriculum in grades K-5 in the 2019-20 school year.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of professional development access for any new interventions that the MTSS team recommends.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of digital and media literacy professional development is available through the district catalog.</li> </ul>			

<ul style="list-style-type: none"><li>• Evidence of professional development needed from digital media and innovation to increase the use of Co:Writer to improve the accessibility to content and student ownership of learning.</li></ul>			
<ul style="list-style-type: none"><li>• Evidence of professional development for student services certified staff in MeVille to WeVille and Readtopia.</li></ul>			

## ENGAGEMENT AND ATTENDANCE - STUDENT RESULTS POLICY 3; OPERATIONAL EXPECTATION 10

**ENGAGEMENT Goal:**

**Student Attendance:** We will increase our overall Attendance Rate from 93.17% to 94.17%.

**Student Engagement:** In an effort to increase the overall district mean on the Student Engagement survey, we will focus on the following three questions.

- The survey question, *"I am satisfied with my school's efforts to prevent bullying"* from 2.56 to 2.59
- The survey question, *"I feel I belong at this school"* from 2.92 to 2.95
- The survey question, *"I enjoy going to school"* from 2.55 to 2.58

Strategic Initiatives	Q1	Mid-Year	EOY
<b>STUDENT ENGAGEMENT</b>			
<ul style="list-style-type: none"> <li>● Evidence of coordinated and secured professional development opportunities for all K-12 certified and non-certified staff in equity work through Sharroky Hollie sessions during convocation and secondary full-day training for equity training.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of professional development for equity work through PEG (Pacific Educational Group) working with DELT, E-Teams and Beyond Diversity.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of new teacher mentor's work with all new teachers in years 1-3 of practice to coach the creation of optimal learning environments including increased time spent in classrooms for co-analyzing observations.                             <ul style="list-style-type: none"> <li>○ Ensure that mentors will lead six after-school workshops for all new teachers to learn the elements of the characteristics of an optimal learning environment, where new teachers are at in their development, and next steps for continuous improvement.</li> </ul> </li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of coordinated and funded Responsive Classroom professional development for two of the ESSA schools to increase their student engagement results.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of funded and coordinated STEAM learning opportunities for staff at Westside.</li> </ul>			

## WORKFORCE FOCUS

### WORKFORCE FOCUS Goal:

#### Employee Engagement:

- In an effort to create an asset-based school district where staff feels engaged in our work as a school district, an increase in the district mean to the survey question, *“All things considered, this District is a good place to work”* from 3.76 to 3.87 or higher.
  - Increase the staff perception question, *“I receive the training I need to do my job effectively”* from 85% to 86%.
  - Increase the staff perception question, *“I have adequate opportunities for training/professional development”* from 74% to 75%.
  - Increase the staff perception question, *“The District’s professional learning days are organized and well-planned”* from 65% to 66%.
- New teacher **satisfaction through the mentor program:**
  - Maintain or increase the results from DCNTP survey beginning teacher response to, *“Please indicate the district induction support you have received and its impact on your practice”* from 91% to 90% or above for the mentor support. (Question #62)
  - Increase the results from DCNTP survey with mentor use of all high level tools to over three times per new teacher. (Question #50)

Strategic Initiatives	Q1	Mid-Year	EOY
<b>EMPLOYEE ENGAGEMENT</b>			
<ul style="list-style-type: none"> <li>● Evidence of a developed communication plan with shared targeted messages to certified staff and administration around PD opportunities to support their site strategic plan.                             <ul style="list-style-type: none"> <li>○ Create a MySP icon for staff and administration to go to to get current PD opportunities.</li> <li>○ Certified staff have access to high leverage professional development activities that directly align with site and district strategic plan and that will clearly impact student learning.</li> </ul> </li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of rounding with principals to complete a professional development needs assessment to learn district-wide themes for planning future professional development events.</li> </ul>			
<ul style="list-style-type: none"> <li>● Evidence of direct PLC work with new teacher mentors to increase the use of tool use by monitoring use through Learning Zone.</li> </ul>			



## COMMUNITY ENGAGEMENT

### COMMUNITY ENGAGEMENT Goal:

- Parent Satisfaction: In an effort to maintain and grow strong school to parent partnerships, we will increase our parent satisfaction rate in 2019-20 from 3.62 to 3.76.

Strategic Initiatives	Q1	Mid-Year	EOY
<b>PARENT SATISFACTION</b>			
<ul style="list-style-type: none"> <li>• Provide professional development opportunities, such as Seesaw training, to support professional educators to increase, monitor, and share student positive communication with parents.</li> </ul>			

Initial Scorecard Development Date:	Associated Operational and Results Policies	
Finalized Scorecard Date:	<a href="#"><u>Mega Result SR-1</u></a>	<a href="#"><u>OE-10 Learning Environment/Discipline</u></a>
Building Administrator Sign Off/Date:	<a href="#"><u>SR-2 Academics (Literacy)</u></a>	<a href="#"><u>OE-11 Instructional Program</u></a>
District Director Sign Off/Date:	<a href="#"><u>SR-2 Academics (Math)</u></a>	
Senior Leadership Sign Off/Date:	<a href="#"><u>SR-3 Student Personal Development</u></a>	<a href="#"><u>Links to District Scorecards (update for 19-20)</u></a>