

**2020-2021 Center School District Professional Development Plan
Center Alternative School**

Professional Learning Mission Goals:

- Foster positive student-staff relationships
- Promote academic growth
- Prepare students for post-secondary success

District Professional Learning Goals:

- A. Student Achievement
- B. Subgroup Achievement
- C. Positive Climate and Culture
- D. Professional Learning Communities

Building Professional Learning Goals:

1. Teachers will hold all students to high expectations by collaborating with each other.
2. Teachers will collaborate with school, district, and community members to address individual student needs
3. Teachers will focus on high-yield instructional strategies across all content areas.
4. Teachers will use best practices to mitigate behavior in order to foster a safe learning environment.

Budgeted Allocation: \$1,000

Professional Learning Goal #1: Teachers will hold all students to high expectations by collaborating with each other.

Rationale: Collective inquiry by all staff will increase overall student achievement.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Weekly collaborative team meetings	All	All year	Alignment, improved collaborative culture	Weekly agendas	
Use of LEAP and Aimsweb Survey Level Assessment data to drive instruction	All	Sept, Dec, Feb	Drive instructional focus areas	Aimweb reports	

Implement a PLC model	All	Aug →	Continual improvement	Guiding Coalition → Collaborative Team Meetings	
Book Study	Volunteer	Fall, Spring	Learn/collaborate together	Twitter #CASjackets	
Genius Time (On hold until Phase 3)	All	Phase 3	Collaboration among teachers, students, and each other	Final project + reflection; accountability spreadsheet	\$1,000

Professional Learning Goal #2: Teachers will collaborate with school, district, and community members to address individual student needs					
Rationale: Students at CAS present unique challenges. Collaboration between school and district personnel, as well as community and business leaders, will empower students to meet these challenges.					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Staff training on BIPs and accommodations/modifications (creation, rationale, implementation, documentation)	McPherson	Aug	Clarity of expectations	BIP docs from McPherson	
Instructional strategies that speak to the needs of our SPED population	McPherson, Bien	Ongoing	Kaegan, SPED teach strategies	Weekly PD, observations	
Genius Time (On hold until Phase 3)	All	Phase 3	Engagement in a chosen learning path	Final project + reflection	

Professional Learning Goal #3: Teachers will focus on high yield instructional strategies across all content areas.					
Rationale: Evidence shows that the classroom teacher has the greatest impact on student learning; therefore we will maximize the skill and efficiency of our classroom teachers.					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget

					Amount
Review, learn, and implement teacher-centered, then student-centered learning	Bien	Ongoing	Improved teaching strategies	Weekly PD agenda, classroom observation	
Teacher goals with ongoing support and check-ins	Bien	Ongoing	Improved teaching strategies	Weekly PD agenda, classroom observation	
Frequent informal and formal observations	Woolf, Bien	Weekly	Provide feedback to improve	TalentEd, Observation log	
Co-taught courses built into the master schedule to allow teachers to collaborate daily	All	Ongoing	Increased teacher collaboration	Daily observations, daily co-planning, weekly collab meetings	

Professional Learning Goal #4: Teachers will use best practices to mitigate behavior in order to foster a safe learning environment.

Rationale: A psychologically safe environment is most conducive to learning. Additionally, time spent out of class works against our learning goals.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
PBIS Tier 1 implementation with fidelity	Black	All year	Action Plan	Action plan currently being developed	
4-step progressive classroom discipline + 5 common classroom rules	All	Ongoing	Consistency, clarity	Decrease in ODRs	

Peer observations by teachers (both in building and elsewhere)	All certified staff	Fall, Winter, Spring	Observe and reflect	Testimonials at PD	
Restorative Practices Refresher Training	ALL	Phase 3	Reduction in ODRs	60% reduction in ODRs for Q1	