

**2020-2021 Center School District Professional Development Plan  
Indian Creek Elementary**

**Professional Learning Mission Goals:**

- Be Urgent- Know the why before the what and press toward implementation.
- Be Connected-Collaborate to produce high levels of learning.
- Be Prepared-Adapt to challenging situations to turn them into learning opportunities.

**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 purposefully collaborate with resource teachers to support students with IEP goals.
2. Teachers and staff will build classroom and school communities through research based strategies.
3. Teachers will implement the growth mindset philosophy and practices to positively impact adult and student behaviors, learning, and growth.
4. Teachers will improve reading and math instruction, student learning, and achievement for all student groups.
5. The Leadership Team will participate in “Cultures Built to Last, Systemic PLCs at Work” Book Study.
6. The Indian Creek Staff will begin training in racial equity.

**Budgeted Allocation: \$1,000**

**Professional Learning Goal #1:** Teachers will collaborate with special education teachers to support student IEP goals.

Rationale: MAP 3 year trend data indicated students with IEP's did not make adequate progress. The Cycle 4 Questionnaire indicated that only 22.9% of teachers agreed that there was adequate professional development for teachers working with special education students in our school.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
<p>Monthly progress monitoring meetings between classroom and special education staff.</p> <p>Provide collaboration time for special education and general education teachers (substitute coverage for resource teachers to participate in select data team meetings).</p>	TLC, Classroom Teachers Resource Teachers Principal	Monthly, Oct-April	Increase collaboration with special and general education teachers for purposeful data analysis and planning to impact student learning and achievement.	PD Agendas/Minutes, Observations, and student data	1,000
<p>Provide training for co-teaching to support ELL &amp; Resource students.</p> <p>Provide Climbs Training (TBD)</p>	TLC Resource Teachers Classroom Teachers Principal	Oct-May	Increase instructional support in classrooms.	Classroom Observations & Data	TBD
Provide professional development on differentiated instruction.	TLC Teachers Principal	Monthly	Lesson Plans that meet varied student needs.	Meeting Agenda, Classroom Observations, & Data	None

**Professional Learning Goal #2:** Teachers and staff will build classroom and school communities through research based strategies.

Rationale: Weak areas identified as measured by the 5 Essentials and Cycle 4 Advance Questionnaire.  
 Areas of Improvement: Safety, School Commitment, Classroom Disruptions, & Student Engagement.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Provide training on Teach Like a Champion Techniques/Strategies, Differentiated Instruction, and Visible Thinking Strategies.	TLC Teachers Principal	On-Going	Improved Instruction, student engagement, & student learning.	Classroom Observations,, Basic 5 Observation Data, Lesson Plans, & PD Agendas	None
Provide professional development for continued implementation of PBIS Tier I.	PBIS Tier I Team Staff	On-Going	Improved student engagement & behaviors.	Big 5 Data Reports, Classroom & School Observations, PD Agendas, PBIS Tier I agenda/minutes, & PBIS Checklists.	2,400 (PBIS Building Budget Allocation)
Training and implementation of Check in and Check (CICO) out strategy for Tier II students.	PBIS Tier II Team Teachers, Staff CICO Coordinator & Facilitators	On-Going	Improved student engagement & behaviors.	Big 5 Data Reports, Classroom & School Observations, PD Agendas, & CICO Data	None
Utilize "Character Building Day by Day" book as a resource for classroom teachers; utilize weekly, i.e. "Smart Start," transitions, community circle, morning meetings, etc.	Leadership Team Classroom Teachers	On-Going	Improved school and classroom community & climate.	Big 5 Data Reports, & Classroom Observations	
Research & select suitable options for Conscious Discipline Professional Development.	Leadership Team	Nov-May	Increase positive staff/student	Big 5 Data Reports, School &	TBD

Collaborate with Dr. Kaye Otten and Renee Black to support Tier 1-4 student needs.	PBIS Tier 1 & 2 Teams Teacher Leaders		interactions & relationships & improved student behaviors.	Classroom Observations, & PD Agendas-Minutes	
Provide CW-FIT Professional Development	Principal PBIS District Team	2nd Sem. 2020	Increase positive staff/student interactions & relationships & improved student behaviors.	Big 5 Data Reports, School & Classroom Observations, & PD Agendas-Minutes	TBD

**Professional Learning Goal #3:**

Teachers will implement growth mindset philosophy and selected activities to positively impact adult and student behaviors, learning, and growth.

Rationale: Assist teachers with promoting student success. The 5 Essentials Survey indicated that school commitment was very weak.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Staff will participate in assigned/selected discussions/activities outlined by specific growth mindset school gameplan. <ul style="list-style-type: none"><li>● Weekly classroom community meetings</li><li>● Quarterly activities from the books.</li><li>● Checklist (accountability)</li><li>● By grade level, specials, &amp; resource teachers</li><li>● New PD for new &amp; returning staff.</li></ul>	Leadership Team	Sept-May	Increased knowledge & understanding to impact instruction & learning, increased positive staff/student interactions & relationships & improved student behaviors.	Big 5 Data Reports, School & Classroom Observations, & PD Agendas-Minute, & Academic Data	
Growth Mindset Highlights will be shared with staff monthly, i.e., verbal, virtual, bulletin board, professional development, etc.	Leadership Team	Sept.-May	Increased knowledge & understanding to impact instruction & learning, increased positive staff/student	Big 5 Data Reports, School & Classroom Observations, & PD Agendas-Minutes, & Academic Data	None

			interactions & relationships & improved student behaviors.		
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<b>Professional Learning Goal #4:</b> Teachers will improve reading and math instruction, student learning, and achievement for all student groups.					
<p>Rationale: Increase reading and math achievement. Decrease the number of students below grade level and increase the number of students on &amp; above grade level. Special Education growth targets not met as measured by MAP data.</p> <p>18-19 SY Aimsweb Data:  Reading: K-5: 52% (156/300) of students were in the Low Risk Range (Tier 1)  Math: K-5: 46% (139/303) of students were in the Low Risk Range (Tier 1)</p>					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Staff will participate in professional development to implement Tier I instruction with fidelity, utilizing district adopted resources, i.e. Open Court, Wonders, & Eureka Math.	Classroom Teachers Resource Teachers TLC Principal	On-Going	Cohesive Tier I Instruction, Increased student learning and achievement.	Classroom Observations, Lesson Plans, Walkthrough observation data, & Aimsweb data	None
Consultation with Beth Wood to support effective implementation of reading and math intervention sessions.	Classroom Teachers Assigned Teachers Support Staff TLC Consultant Principal	Oct-May	Increased staff knowledge of MTSS & student learning and achievement.	Classroom Observations, Lesson Plans, & Aimsweb data	None
Staff will participate in weekly collaborative data team discussions.	Classroom Teachers Resource Teachers TLC Principal	On-Going	Enhanced collaborative discussions, data analysis, and planning	Agendas/ Minutes, Aimsweb Data, Smart Goals, Common Formative	

			for instruction and learning.	Assessments/Data	
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**Professional Learning Goal #5:** The Leadership Team will participate in “Cultures Built to Last” Book Study.

Rationale: To re-fresh and for some, provide initial training on the conceptual framework for creating a professional learning community. This book study will assist the Leadership Team in properly guiding the school community in collaboration, commitment, and increase student learning, achievement, and overall success.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
The leadership team will participate in discussions/activities.	Leadership Team	On-Going	Improve knowledge and understanding of PLC's.	PD Agendas/Minutes	None
The leadership team will provide professional development for staff.	Leadership Team	Quarterly On-Going	Improve knowledge and understanding of PLC's.	PD Agendas/Minutes	None
A collaboration board will be on display for staff information, to reference, glean ideas and inspiration. Example Options: Sticky Notes, Virtual, & IC Google Classroom Posts.	Leadership Team	On-Going	Improve knowledge and understanding of PLC's. Share Ideas, Celebrations, & Inspiration.	Artifacts posted on a designated display board.	None

**Professional Learning Goal #6** The Indian Creek Staff will be trained in racial equity.

Rationale: To gain an awareness of what racial equity means and create a learning environment that lifts up and supports all populations while paying close attention to those often excluded.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
The principal will engage staff in conversations for discussion and reflection.	Principal Leadership Team	Aug-May	Improve knowledge and understanding of racial equity	PD Agendas/Minutes	None
The leadership team will research and recommend a book for a staff book study.	Leadership Team	Oct.-Nov.	Improve knowledge and understanding of racial equity	PD Agendas/Minutes	TBD (cost for book order)