

**2020-2021 Center School District Professional Development Plan
Red Bridge Elementary**

Professional Learning Mission Goals:

- Achieving Success
- Building Character
- Creating Community

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 collaborate in professional learning communities.
2. Teachers will implement strategies to increase problem-solving and critical thinking skills.
3. Teachers will improve reading instruction.
4. Teachers will improve math instruction.
5. Teachers will implement strategies to increase teacher-teacher trust.
6. Teachers will increase 4-1 feedback to students

Budgeted Allocation: \$1,000

Professional Learning Goal #1: Teachers will collaborate in professional learning communities.

Rationale: Improve instruction and increase academic achievement

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Meet weekly with grade level teams and instructional coach focused on clear learning outcomes, common assessment, intervention, and enrichment.	Classroom teachers; support staff	Weekly	Increase student achievement	Aimsweb data; CFA data; agenda	

Meet with vertical teams focused on clear learning outcomes and enrichment.	Classroom teachers; support staff	Monthly staff meeting	Increase student achievement	Aimsweb data; CFA data; agenda	
Utilize the four critical questions in support of student achievement to frame work around collaboration and data	Classroom teachers; support staff	Weekly	Increase student achievement	Aimsweb data; CFA data; agenda	

Professional Learning Goal #2: Teachers will implement strategies to increase critical thinking and problem-solving.					
Rationale: Lack of critical thinking and problem-solving tasks within the curriculum.					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Teachers will use the 5 Step Problem Solving graphic organizer	All teachers	Monthly Vertical Teaming	Teachers strategically plan problem-solving implementation	Lesson plans with DOK 3 & 4	Anchor chart paper budget
Teachers will use a reading/writing graphic organizer (i.e., four square)	All teachers	Monthly Vertical Teaming	Teachers strategically plan problem-solving implementation	Lesson plans with DOK 3 & 4	Anchor chart paper budget

Professional Learning Goal #3: Teachers will improve reading instruction.					
Rationale: Increase reading achievement scores					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Implementation of a building-wide RTI time.	Classroom teachers	Begins September 21st	Students will be above	Aimsweb reading data	

			the 25th percentile in reading		
Daily small group instruction	Classroom teachers	Daily	Students will be above the 25th percentile in reading	Schedule; observations; Aimsweb data	
Implementation with fidelity of curriculum resources	Classroom teachers	Daily	Students will be above the 25th percentile in reading	Pacing guides; observations; Aimsweb data	

Professional Learning Goal #4: Teachers will improve math instruction.					
Rationale: Increase math achievement scores					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Implementation of a building-wide RTI time.	Classroom teachers	Begins Sept. 21	Students will be above the 25th percentile in	Aimsweb math data	

			math		
Daily small group instruction	Classroom teachers	daily	Students will be above the 25th percentile in math	Aimsweb data; schedule; observations	
Implementation with fidelity of curriculum resources	Classroom teachers	daily	Students will be above the 25th percentile in math	Aimsweb data; observations	

Professional Learning Goal #5: The Climate and Culture Committee will increase teacher to teacher trust during the 2020-2021 school year.					
Rationale: Score of weak on the Five Essentials Survey					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
New staff members will have a mentor teacher. The Climate and Culture team will also place at least two additional staff members with the new teacher as Buddy Mentors.	mentors and buddy teachers	Starts in August thru May - bi-weekly	Relationships with teachers outside of grade level team	Google form survey	
Buddy Classrooms – Classrooms will be teamed together. Classroom will be team by size and grade levels do not have to be consistent (i.e. all 3 rd grade with all 1 st grade). Buddy classes should meet on a monthly basis. Content area teachers will be added to a Buddy Classroom pairing.	classroom teachers	Starts in August thru May - weekly	Relationships with teachers/students outside of grade level	Google form survey	
Outside of school gatherings will continue. Will offer a once a month gathering. Will also offer a	all staff	Starts in August	Relationships with teachers outside of	Google form survey	

large quarterly gathering.		thru May	grade level		
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Professional Learning Goal #6: Teachers will increase 4-1 feedback to students					
Rationale: Support student social emotional needs					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Teachers will use 4-1 feedback when interacting with students	all staff	daily basis	increase of positive behavior feedback	Student engagement observation feedback form	