

## 2021-2022 Center School District Professional Development Plan Center Middle School

### Center School District Strategic Plan Goals:

- GOAL 1: By 2029-2030, Center School District will develop a Pre-K-12 pathway of Real-World Learning opportunities that will result in 100% of our graduating seniors achieving at least one Market Value Asset.
- GOAL 2: By 2025-2026, Center School District will eliminate systemic biases and practices that affect the equitable access to education, social-emotional support, hiring, and finance.
- GOAL 3: By 2025-2026, Center School District will provide high quality educational opportunities that result in 90% of students demonstrating academic performance of at least at 80% and/or a growth target of at least 20-25% on identified assessments.
- GOAL 4: By 2025-2026, Center School District will provide 100% of school staff with alternatives to traditional behavioral exclusionary practices that will be implemented in the school community.
- GOAL 5: By 2025-2026, Center School District will maintain a staff retention rate of 86-89% to sustain our high-quality diverse staff.
- GOAL 6: By 2025-2026, Center School District will maintain financial reserves between 18-22%.

### Academic Priorities:

- Provide an intentional and explicit Tier 1 instructional framework that supports effective components of teaching and learning, use of instructional resources, and collection of data to support student growth.
- Utilize academic literacy and language scaffolds to support students attaining and demonstrating the critical thinking, reading, writing, speaking and listening skills that are necessary for successful communication in an academic environment.
- Support student digital literacy skills demonstrating the communication, collaboration, creativity and critical thinking skills that are necessary for successful learning in a digital world.
- Ensure all students have authentic access to a rigorous and relevant academic experience grounded in schools and a district that are culturally responsive.
- Infuse curriculum with more project-based learning and exposure to real-world examples that will assist students in the development of interpersonal and intellectual skills in high demand by employers.

### Building Professional Learning Goals:

1. 100% of teachers will implement highly engaging lessons in the block schedule, developing at least one lesson 1st quarter; 2 lessons 2nd quarter; 3 lessons 3rd quarter; and 4 lessons 4th quarter, that include effective, engaging instructional practices from John Hattie's research (*Visible Learning*).
2. 100% of teachers will develop common pre-assessments, Common Formative Assessments, and summative assessments in Mastery Manager by the second semester of the 2021-2022 school year.
3. 100% of teachers will become equipped with alternative means of student discipline/behavior support, eg. PBIS, BIST, and restorative practices.

demonstrate an increase in understanding and implementation based on baseline survey data from October, 2021; additionally, suspensions will reduce by 20% each Quarter compared to 1st Quarter of 2021-2022 (N = 433); Q2 Goal = 346; Q3 Goal = 277; Q4 Goal = 222.

4. MAP scores will increase a minimum of 1.9% MPI/Proficient-Advanced in ELA from 27.9% to 29.8%; and a minimum of 2.6% in Math MPI/Proficient/Advanced from 22.0% to 24.6% for all students. CMS is identified as a “Targeted Group” for Students with IEPs; that subgroup will increase a minimum of 3.7% in ELA from 3.6% to 7.3% and 4.2% in Math from 1.2% to 5.4%.

**Professional Learning Goal #1:** 100% of teachers will implement highly engaging lessons in the block schedule, developing at least one lesson 1st quarter; 2 lessons 2nd quarter; 3 lessons 3rd quarter; and 4 lessons 4th quarter, that include effective, engaging instructional practices from John Hattie's research (*Visible Learning*).

Rationale: Students need to be engaged, beyond compliance/on-task, in order to maximize learning in the block schedule

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Teachers will receive PD on student engagement, understand the Schlechty model of engagement	Admin Team - Teachers	on-going-monthly PD on	higher student engagement/higher achievement	-Walkthrough and formal observation data -NWEA Growth	
Gen Ed. and Special Ed. teachers will receive PD on co-teaching	Sped & Gen Ed Teachers			-Walkthrough and formal observation	
PLCs will collaborate to create shared/common lesson plans	PLCs	weekly	lesson plans demonstrating goal of engagement	lesson plans	

**Professional Learning Goal #2:** 100% of teachers will develop common pre-assessments, Common Formative Assessments, and summative assessments in Mastery Manager by the second semester of the 2021-2022 school year.

Rationale: Mastery Manager is a new tool for creating, administering, and analyzing data from assessments.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Training in Mastery Manager	All Ts	Sept. 24, 2021 October 17	Teachers will be more comfortable and effective at using MM	Use of MM by Ts	
PLCs work to create common pre-/post-assessments	PLCs	weekly PLC meetings	common assessments created for administration through MM	pre- and post-assessments have been created	

**Professional Learning Goal #3:** 100% of teachers will become equipped with alternative means of student discipline/behavior support, eg. PBIS, BIST, and restorative practices. demonstrate an increase in understanding and implementation based on baseline survey data from October, 2021; additionally, suspensions will reduce by 20% each Quarter compared to 1st Quarter of 2021-2022 (N = 433) Q2 Goal = 346; Q3 Goal = 277; Q4 Goal = 222.

Rationale: traditional methods of student discipline, ie. exclusionary practices; are not effective, and we have a disproportionate number of Black/African American students with IEPs being suspended in relation to other subgroups. We need alternatives, and we need to equip teachers with the tools they need for more effective behavior support at CMS.

<b>Action Step</b>	<b>Personnel</b>	<b>Dates</b>	<b>Outcomes</b>	<b>Evidence</b>	<b>Budget Amount</b>
Book study: Better Than Carrots & Sticks	all	Monday afternoon PD	Teachers will understand the concept and function of restorative practices	Teacher survey responses	Cost of books for staff - purchased from building funds already.
Behavior Intervention Support Teams (BIST) training	Administrators, teachers, BIST Consultants	on-going	Reduction in suspensions	Reduction in suspensions by each quarter of the 2021-2022 SY	Provided through district plan

**Professional Learning Goal #4:** MAP scores will increase a minimum of 1.9% MPI/Proficient-Advanced in ELA from 27.9% to 29.8%; and a minimum of 2.6% in Math MPI/Proficient/Advanced from 22.0% to 24.6% for all students. CMS is identified as a “Targeted Group” for Students with IEPs; that subgroup will increase a minimum of 3.7% in ELA from 3.6% to 7.3% and 4.2% in Math from 1.2% to 5.4%.

Rationale: Our students are UNDER-PERFORMING in all areas of academic achievement.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Share MAP performance data with teachers	Principal, TLC	when embargo is lifted	Teacher awareness and understanding		
Create “MAP-like” assessments in Mastery Manager	Teachers	on-going	student achievement increase	assessments created	
Implement NWEA tests, including administration and data analysis	All	on-going	student achievement increase	RIT growth for all students	