

**2021-2022 Center School District Professional Development Plan**  
**Red Bridge Elementary**

**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. 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: \$0-\$10,000**

**Professional Learning Goal #1:** By May 2022, building PLC teams will move from Stage 5 to Stage 6 as measured by the Seven Stages of Professional Learning Teams rubric.

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	NWEA data; SAEBERS data; personal learning programs data (Reflex, AR, Reading Eggs, Math Seeds); Essential Standards; CFA data;SWIS data; Equity data; Satchel Pulse; agendas	
Meet with vertical teams focused on clear learning outcomes and enrichment. <ul style="list-style-type: none"> <li>● Tier I Instruction</li> <li>● Tier 2 and 3</li> <li>● PBIS/Trauma</li> <li>● Climate and Culture</li> <li>● Attendance</li> </ul>	Classroom teachers; support staff	Monthly staff meeting	Increase student achievement		
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		

**Professional Learning Goal #2:** By May 2022, the percentage of students proficient and advanced in reading will increase from 54% to 64% as measured by the MO MAP ELA assessment.

Rationale: Increase students' reading achievement scores

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Implementation of a building-wide RTI time.	All Staff	Begins 3rd week of school Daily	Increase of students in Tier 1	NWEA reading data; essential standards data from Spring 2021	
Daily small group instruction <ul style="list-style-type: none"> <li>● Remediation</li> <li>● Enrichment</li> </ul>	Classroom teachers	Daily	Increase of students in the proficient and advanced levels	Schedule; observations; NWEA data; grade level learning progressions	
All Teachers are trained to provide fundamental phonemic skills and phonics instruction (Open Court)	Tier 1 Instruction	2021-2022	Students are getting the same instruction	NWEA	
Teacher teams will create SMART goals to meet the specific needs of their students in each Unit.	Tier 1 Instruction	2021-2022	Setting and meeting goals	Data tracking	
For 3rd-5th grade, during the 6th week of a Unit class will create a bulletin board connecting the Essential Questions to real life examples.	Tier 1 Instruction	2021- 2022 School Year	Drawing connections between real life to the learning in the classroom	Snapshots of student work posted in the front entry-way	

For K-2nd grade, during the 3 week Units, students will add to a concept board on a bulletin board.	Tier 1 Instruction		Drawing connections between real life to the learning in the classroom	Snapshots of student work posted in the front entry-way	
Teachers will use a writing graphic organizer (4 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:** By May 2022, the percentage of students proficient and advanced in math will increase from 55% to 65% as measured by the MO MAP Math assessment.

Rationale: Increase math achievement scores

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Implementation of a building-wide RTI time.	All staff	Begins 3rd week of school Daily	Increase of students in Tier 1	NWEA math data; Essential standards data from Spring 2021	
Daily small group instruction <ul style="list-style-type: none"> <li>Remediation</li> </ul>	Classroom teachers	Daily	Increase of students in	NWEA math data; schedule;	

<ul style="list-style-type: none"> <li>Enrichment</li> </ul>			proficient and advanced levels	observations; grade level learning progressions	
Implementation of fluency section of curriculum resource with fidelity	Classroom teachers	Daily	Increase of students in proficient and advanced levels	NWEA math data; observations; grade level learning progressions	
Teachers will use the 5 Step Problem Solving graphic organizer (Math)	All teachers	Monthly Vertical Teaming	Teachers strategically plan problem-solving implementation	Lesson plans with DOK 3 & 4	Anchor chart paper budget

<b>Professional Learning Goal #4:</b> By May 2022, teacher to teacher trust will increase from weak (red) to strong (green) as measured by the Relationships with Colleagues pillar on the Satchel Pulse Survey.					
Rationale: To increase teacher relationships and trust.					
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 one additional staff member with the new teacher as Buddy Teacher.	mentors and buddy teachers	August thru May - bi-weekly	Relationships with teachers outside of grade level team	Satchel Pulse Survey-once a month	
Buddy Classrooms – Classrooms will be teamed together. Classrooms will be teamed by size and grade levels do not have to be consistent (i.e. all 3 <sup>rd</sup> grade with all 1 <sup>st</sup> grade). Buddy classes should	classroom teachers	Sept thru May -monthly	Relationships with teachers/students outside of grade level	Satchel Pulse Survey	

meet at least on a monthly basis. Content area teachers will be added to a Buddy Classroom pairing. (Second semester revisit COVID protocols)					
Monthly gatherings will be offered onsite.	all staff	Sept thru May	Relationships with staff.	Attendance/ number at gatherings Satchel Pulse Survey	purchase travel table and chairs to have gatherings in multiple locations.

**Professional Learning Goal #5:** By May 2022, the number of office discipline referrals will decrease 10% from the 2019-2020 school year (433 ODR's total) as measured by SWIS.

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	Aug-May	increase of positive behavior feedback	Student engagement observation feedback form	
Tier 1 team will utilize SWIS data to create quarterly action plans.	Tier 1 team	quarterly	decrease unexpected behaviors and aim	SWIS data reports	

			to decrease student data as it relates to disproportionality		
Teachers will follow a teaching and reteaching schedule aligned to the behavior matrix.	all staff	weekly, each semester	teaching and reteaching expected behaviors with fidelity.	calendar invites, google form completion	
Tier 1 team will meet monthly to review data and goals.	Tier 1 team	monthly	Increase consistency with Tier 1 practices throughout our team and school.	agenda	

<b>Professional Learning Goal #6:</b> Attendance: By May 2022, 90% of our students will attend school at least 90% of the time as measured by average daily attendance.					
Rationale: If kids aren't at school, they can't learn.					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Identify students below 90% attendance	Attendance Team	September 2021-May 2022	Students with chronic attendance issues will be identified	I Campus attendance data	none
Work with families of students with lower attendance to address barriers, set goals, and create plans to improve attendance	Attendance team	September 2021-May 2022	Chronically absent students will improve their attendance by ___%	I campus attendance data, PLP logs	none
Provide incentives to students who meet target	Attendance	October	Chronically absent	I campus	???

goals in improving attendance	team	2021-May 2022	students will improve their attendance by ___%	attendance data, PLP logs	
Provide a daily (weekly) check in person for each chronically absent student to increase connection and engagement in the school	Attendance team	September/ October 2021-May 2022	Chronically absent students will improve their attendance by ___%	I campus attendance data, PLP logs	none