

2021-2022 Center School District Professional Development Plan

Center 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 implement two new RTI programs (95% Group for ELA and Bridges for Math) to support students in Tier 3.
2. Teachers will collaborate with support staff, SPED teachers, and Title teachers to adequately meet the needs of all students.
3. Teachers will implement BIST with fidelity.
4. Guiding coalition will participate in book study related to Tier 1 instruction to increase instructional capacity among staff.

Professional Learning Goal #1: Teachers will implement two new RTI programs (95% Group for ELA and Bridges for Math) to support students in Tier 3 for reading and math.

Goal for 2021-2022 based on 2019 MAP Data: Our goal is to increase our ELA performance by 1.9% from 28.9% (2019 Proficient/Advanced percentage) to 30.8%. In math, our goal is to increase our Math performance by 2.6% from 25.3% (2019 Proficient/Advanced percentage) to 27.9%.

Rationale: According to our Spring 2021 Aimsweb ELA data, 48% of students fell in tier 3. According to our Spring 2021 Aimsweb math data, 40% of students fell in tier 3.

Additionally, our MAP scores from 2021 showed that only 20.8% of students scored proficient/advanced on the ELA MAP assessment and only 7.1% of students scored proficient/advanced on the Math MAP assessment. 2019 MAP scores showed that 28.9% of students scored proficient/advanced on the ELA MAP assessment and only 25.3% of students scored proficient/advanced on the Math MAP assessment.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Finish purchasing reading RTI materials and schedule professional development for staff related to the Reading and Math Intervention programs.	Principal, Assistant Principal, Title Teachers	August 2021	Purchased materials	Purchase Orders, Training Agendas	\$6,045 (CSI money)
Provide training for staff on the reading and math intervention programs for Tier 2/Tier 3 learning.	August-October 2021	Company consultant s, Title Teachers, Principal	Staff trained in implementation of 95% Group and Bridges intervention programs	Training agendas	NA
Implement intervention programs and monitor fidelity of usage	October 2021-May 2022	Principal, Assistant Principal, Title Teachers, TLC	Staff implementation of RTI programs with fidelity	Classroom Observation	NA

Monitor established intervention groups and review student data	October 2021-May 2022	Teachers, Principal, Assistant Principal, Title Teachers, TLC	Review of student data that shows a decrease of students in tier 3	PSI Data, NWEA Data	NA
---	-----------------------	---	--	---------------------	----

<p>Professional Learning Goal #2: Teachers will collaborate with support staff, SPED teachers, and Title teachers to adequately meet the needs of all students.</p> <p>Our goal is to increase the percentage of teachers that agree/strongly agree that there is adequate collaboration between special education staff and classroom teachers in our school by 10% from 64.7% to 74.7%.</p> <p>Rationale: According to the Needs Assessment data, only 64.7% of teachers agree/strongly agree that there is adequate collaboration between special education staff and classroom teachers in our school.</p>					
Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
The Guiding Coalition will discuss what implementation of this would look like (structured collaboration among classroom teachers and SPED/Title/Support staff) during the 2021-2022 school year and create a plan of implementation.	Guiding Coalition	October 2021	A plan for structured collaboration	Implementation Plan	\$0
Time will be given for the structured collaboration to occur during professional development days	All staff	November 2021 - April 2022	Teacher collaboration	Shared knowledge of student learning	\$0

<p>Professional Learning Goal #3: Teachers will implement BIST with fidelity.</p> <p>Our goal is to increase the percentage of staff who agreed/strongly agreed that practices around responding to inappropriate student behaviors efficiently and effectively and promoting an environment of mutual respect among students were in place by 10% from 67.2% to 77.2%</p>					
---	--	--	--	--	--

Rationale: According to the Needs Assessment data, only 67.2% of staff agreed/strongly agreed that practices around responding to inappropriate student behaviors efficiently and effectively and promoting an environment of mutual respect among students were in place.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Core group of staff will attend 5 Day Summer Basic BIST Training	Core Group of Staff, Principal, Assistant Principal	July 26-July 30	Core members trained in BIST	BIST Training Certificate	\$0 (paid for with 2020-2021 budget)
Core group of staff and principal will provide BIST training to all CE staff	Core group of staff, Principal, Assistant Principal	August PD Days	All staff members trained in basic BIST	Meeting Agenda	\$0
CE Staff will implement BIST strategies with fidelity and use common BIST language	All CE Staff	August 2021-May 2022	CE Staff member will implement BIST with fidelity	Building/Classroom Walkthroughs	\$0
BIST consultant will meet with CE staff monthly throughout the year to provide additional BIST training and provide feedback to staff	CE Staff, BIST consultant	September 2021-May 2022	CE Staff members will implement BIST with fidelity	Meeting Agendas, Building/Classroom Walkthroughs	\$0

Professional Learning Goal #4: 4. Guiding coalition will participate in book study related to Tier 1 instruction to increase instructional capacity among staff.

Our goal is to increase the percentage of staff who agreed/strongly agreed that in our school teachers are encouraged to be instructional leaders by 10% from 59.4% to 59.4%.

Rationale: According to the Needs Assessment data, only 59.4% of teachers agree/strongly agree that in our school teachers are encouraged to be instructional leaders.

Action Step	Personnel	Dates	Outcomes	Evidence	Budget Amount
Purchase books related to Tiered instruction for Guiding Coalition book study/staff professional development.	Principal, Assistant Principal	September 2021 (when state money is released)	Receive the purchased materials.	Purchase Order	\$3,000 (purchased with CSI money)
Start book study related to Tier 1 instruction with the Guiding Coalition.	Principal, Assistant Principal, Guiding Coalition Team Members	November 2021	Build instructional capacity among guiding coalition team members	Guiding Coalition Agenda	\$0
Finish book study related to tiered instruction with Guiding Coalition and begin planning roll out to entire staff for 2022-2023 school year.	Principal, Assistant Principal, Guiding Coalition Team Members	May 2022	Roll out plan for staff for 2022-2023 school year	Roll out plan	\$0