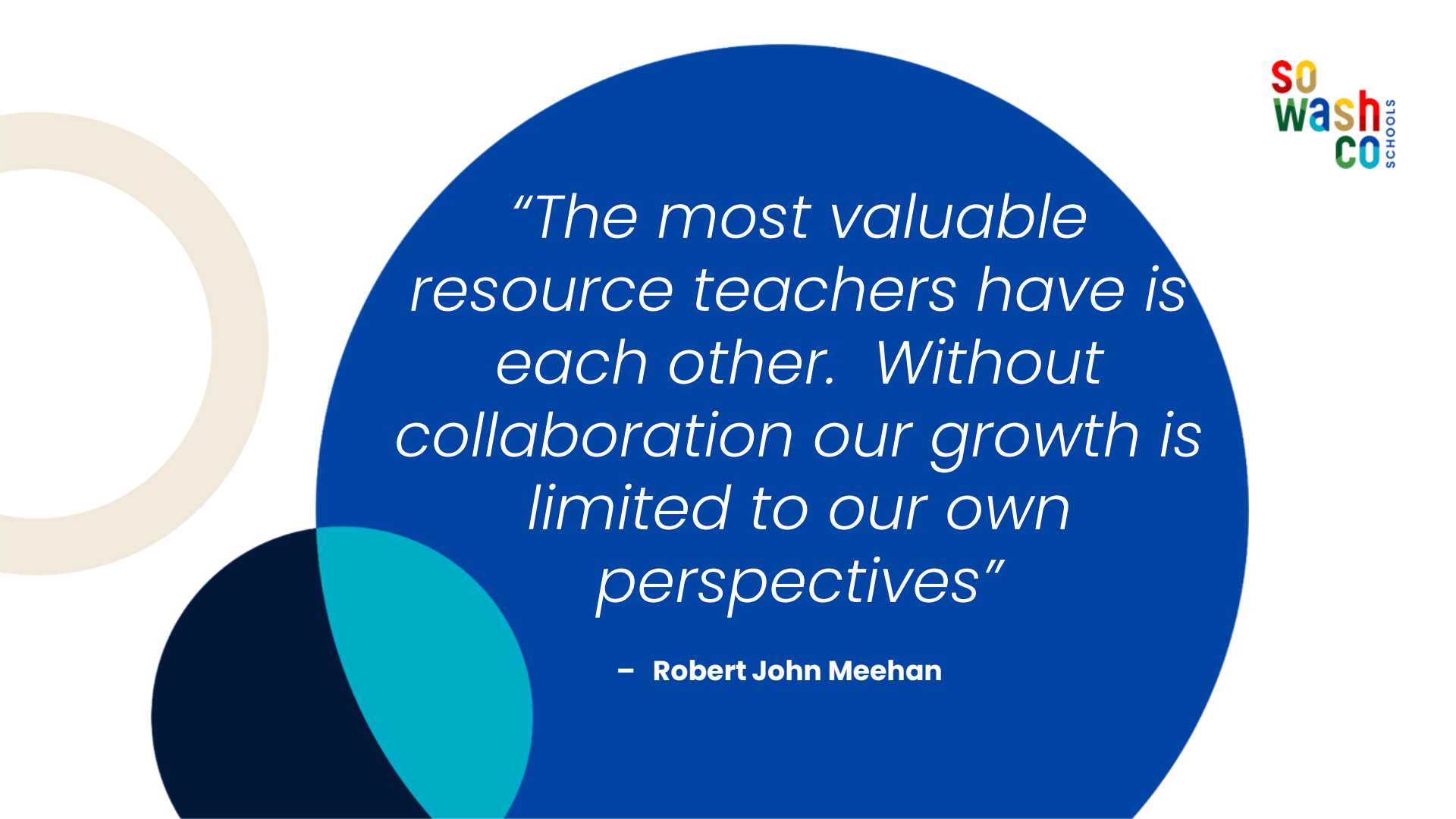




2021-22 Annual Report SoWashCo ATPPS Program

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The background features several overlapping circles. A large blue circle is the central focus, containing the quote. To its left is a large, light beige circle. Below the blue circle is a smaller dark blue circle, and overlapping its right side is a teal circle. The overall design is clean and modern.

“The most valuable resource teachers have is each other. Without collaboration our growth is limited to our own perspectives”

– Robert John Meehan

What is ATPPS?



The Alternative Teacher Professional Pay System (ATPPS) is a school improvement program primarily funded through a grant from MDE. This is our district's 15th year of participation.


The SoWashCo ATPPS Program is focused on five basic elements:

- Career Advancement Opportunities for Teachers
- Locally Designed Professional Development
- Formative Peer Observations
- Student Achievement Goals
- Instructional Coaching and Mentoring

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Career Advancement Opportunities


Teachers throughout the district have access to a variety of career advancement opportunities. These include the following:

- Instructional Mentor
 - Instructional Coach
 - Equity Teacher Leader
 - ATPPS Coordinator
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Teacher Leaders

This past school year, three former ATPPS teacher leaders served the district in leadership roles.

- Tom Ross- Elementary Literacy Coach
 - James Magee- Director of Diversity, Equity and Inclusion
 - Chuck Paulson- Director of Teaching and Learning – Elementary
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Professional Development

ATPPS PD Opportunities

- ATPPS professional development days: August and June days focused on developing student achievement goals and PLC work
- ATPPS Flex Day: Self-directed professional development plans designed by staff to support their individual development

Professional Development

Through our Flex Day opportunity teachers across the district were provided time to attend professional development supporting AVID, children's mental health, ADHD, and Culturally and Linguistically Responsive Teaching. In addition other teachers participated in professional book studies, cross-district PLCs and a variety of curriculum development opportunities.



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Peer Observations

Peer Observations

- Every teacher in the district participated in three peer observation cycles during the 2021-22 school year.
- First-year probationary staff had their observations completed by a peer mentor.



Peer Coaching Survey

Staff were surveyed about the peer observation process and 98% felt that they were well trained and capable of providing effective observations for their peers. Around 85% of staff stated that the peer observations were highly/very effective in supporting their professional development.



Student Achievement Goals

- Each school site set a student achievement goal based on a standardized assessment (BAS, MCA, MAP, ACT, etc.)
- Every staff member created a student achievement goal measuring academic or social/emotional growth.
- Goals results will be reported by June 7, 2022

Instructional Coaches and Mentors

- 63 new teachers were supported by an instructional mentor during 2021-22 .
- Instructional coaches provided feedback and instructional support to teachers across the district
- Instructional coaches played a significant role in the assessment process, assisting in the administration and analysis of student data.
- Instructional coaches provided invaluable support as sites faced critical staffing shortages during the 2021-22 school year

New Teacher Support

Instructional coaches provided a new level of support for our new probationary staff. Each coach met with new staff throughout the year to assist them during their first year. Beginning in 2022-23, instructional mentors will lead year two and three probationary staff through an instructional coaching cycle.





What's Coming for 2022-23?

New Teacher Induction

Our Teacher Induction program is receiving a boost next fall. All probationary staff will participate in an expanded 4 day New Teacher Academy. They will also receive additional support from our Instructional coaches.



Instructional Coaching

Instructional coaching will be expanding to support staff at SWAHS, SoWashCo Online, & other programs. In addition staff participating in instructional coaching can use the experience to complete their Flex Day Plan



Professional Development

Expanded opportunities for Flex Plan coming next fall. Options extended to include Tech Camp, Instructional Coaching Cycles, AVID, & CLRT Binder Studies!



Questions?