



# 2023–24 Annual Report

## SoWashCo ATPPS Program

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# The SoWashCo ATPPS Program



The Alternative Teacher Professional Pay System (ATPPS) is a school improvement program primarily funded through a grant from the Minnesota Department of Education (MDE). This is our district's 16<sup>th</sup> year of participation.

The SoWashCo ATPPS Program is focused on four basic elements:

- Site-Determined Professional Development
- Student Achievement Goals
- Formative Peer Observations
- Career Advancement Opportunities for Teachers

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# Site-Determined Professional Development

## ATPPS PD Opportunities

- ATPPS Professional Development Days: August and June days are focused on developing student achievement goals, Professional Learning Community (PLC) work, and site-determined PD.
- ATPPS Flex Day: Self-directed professional development plans designed by staff to support their individual development

# READ Act in 2024-2025

The ATPPS Steering Committee working with District and Union leadership have determined the focus of ATPPS days for 2024-25 will be aligned with the READ Act.

Time will be set aside for sites to create and evaluate ATPPS goals and plans. The remainder of the time will be dedicated to professional development required to implement the READ Act.



# Flex Plans

Through our Flex Days, teachers across the district were provided the opportunity to participate in professional development supporting AVID, New Teacher Academy, Culturally and Linguistically Responsive Teaching (CLRT) binder studies, professional book studies, Tech Camp, professional workshops, and a variety of curriculum development opportunities.



# Student Achievement Goals

- Each school site set a student achievement goal based on a standardized assessment
- Every staff member created a student achievement goal measuring academic or social/emotional growth for the 2023-24 school year.
- Student achievement goal results will be reported by June 7, 2024

# Formative Peer Observations

- Every teacher in the district participated in three peer observations during the 2023–24 school year.
- First-year probationary staff had their observations completed by a peer mentor.
- Probationary staff participate in at least one coaching cycle with an Instructional Coach during their induction process.
- Continuing contract staff have the choice to have their observations completed by either a peer coach, an instructional coach or a building administrator.

# Peer Observation Survey Results


- More than 1,200 staff members responded to each of our peer observation surveys. Those surveys measured:
  - Impact of the observation process on teachers personal professional development
  - Effectiveness of the feedback forms used by peer coaches
- Teachers rated the overall positive impact of participating in peer coaching on their professional development a 4.26 on a 5 point scale.
- Teachers rated the effectiveness of the forms used to provide feedback 4.20 on a 5 point scale.

Additional qualitative feedback is currently being used to revise the observation process and to create/revise observation forms.



## 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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# Equity Teacher Leaders

Equity Teacher Leaders have continued our district efforts to be a more inclusive organization.

They have supported teachers across the district as we continue to strive toward implementing and integrating equitable instructional practices in every classroom.

These supports have deepened teachers understanding around CLRT and supported them in the implementation of culturally relevant teaching practices.



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# Instructional Mentors

180 new teachers were supported with an instructional mentor during 2023-24

Mentors provided support at many levels including:

- Support in developing and planning lessons
- Providing classroom observations and feedback
- Listening and supporting as staff as they face the many challenges of the first year

# Instructional Coaches

Instructional Coaches support staff across the district in many ways.

Instructional coaching support is now available at almost every site and program in the district.

Coaches work with staff to refine lessons, incorporate new instructional strategies, and reflect on their current practices.

Working with an instructional coach is a required part of our induction process for all probationary staff and available for all continuing contract staff when requested.



# Program Evaluation

We are in the process of completing a program evaluation using teacher surveys to gather data.

Elements to be evaluated include:

- Peer Observations (Completed)
- ATPPS Days (June 2024)
- Mentoring (Fall of 2025)
- Instructional Coaching (Fall of 2025)
- Teacher Leader Positions (Fall of 2025)

Feedback collected will be used by the ATPPS Steering Committee to as part of our continuous improvement cycle.

Questions?