



GOAL AREA	STAFF
STRATEGY	Enhance and expand staff/administrator growth through opportunities such as professional development, leadership learning, mentoring, and coaching
RATIONALE	Enhancing and expanding staff/administrator growth through professional development, leadership learning, mentoring, and coaching opportunities cultivates a highly skilled and motivated workforce, fosters continuous improvement, and promotes effective educational leadership
ACTION PLAN TITLE	Staff/Administrator Growth & Learning
ACTION PLAN STEPS	<ul style="list-style-type: none"> ● Establish an AI leadership cohort of interested educators and administrators who will receive advanced training on AI topics and leadership strategies <ul style="list-style-type: none"> ○ Equip educators and administrators with knowledge and skills to effectively incorporate AI into their teaching and leadership practices ● Develop a repository of resources, including guidance documents and lesson plans, to support staff in implementing AI initiatives and maintaining safe and effective AI practices in their schools ● Investigate privacy-compliant Artificial Intelligence LLMs (Large Language Models) that students can safely use <ul style="list-style-type: none"> ○ Review existing AI LLMs with a focus on privacy compliance, specifically those designed for educational purposes ○ Compile a list of AI LLMs that meet FERPA and COPPA compliance standards, ensuring student data privacy and security ● Investigate and develop a process for establishing a Professional Growth Task Force with varied representation from staff to analyze staff needs <ul style="list-style-type: none"> ○ Research and curate effective practices and innovative approaches to professional growth and learning ● Provide greater opportunities for role-embedded coaching ● Facilitate learning for all staff in professional learning communities (PLCs) to foster a culture of continuous improvement, data-driven decision-making, and collective responsibility for student learning ● Design an Assistant Principal PLC to foster collective efficacy across buildings and increase strategies for instructional leadership

	<ul style="list-style-type: none"> ● Establish a partnership with Studer Education to create a culture of continuous improvement and excellence in leadership with a focus on nine principles: <i>commit to excellence, measure the important things, build a culture around service, develop leaders to develop people, be accountable, align behavior with goals and values, communicate at all levels, and reward and recognize success</i>
TIMELINE	The anticipated date of completion for this action plan is Spring 2025.
PROGRESS MONITORING STEPS	<ul style="list-style-type: none"> ● AI Team identified and meeting dates scheduled ● Compile agendas and meeting Notes ● Professional Learning Developed for Staff ● Research on privacy-compliant AI LLMs ● Agendas and minutes from PLC training ● Agendas and minutes from AP PLC ● Regular collection of rounding data
INDICATORS OF SUCCESS	<ul style="list-style-type: none"> ● Collect pre- and post-session surveys from staff to measure changes in AI knowledge and confidence. Include questions about the relevance and applicability of the content ● Sample lesson plans showing AI integration, brief teacher reflections on their experience with AI tools, and classroom observations ● AI professional learning is access and utilized by staff ● The culmination of the year-long professional learning related to PLCs ● Overall positive ratings in feedback data on PLC professional learning and coaching
POTENTIAL RESOURCES	<ul style="list-style-type: none"> ● Digital survey tools ● Professional Development Funds ● Professional Learning System (PLS) ● Facilitators ● Professional Learning Coaches ● Collaboration time ● Observation and feedback tools
POTENTIAL COSTS	<ul style="list-style-type: none"> ● Professional development funds for AI training: Approx. \$4000 ● Substitute Costs: Approx. \$9,450 (7 sessions) ● AI platform: Approx: \$20,000-\$30,000 ● PLC+ Professional Learning: Approx. \$120,000 ● Studer partnership: \$35,000