

Tier 2 Operating Plan - Mid Year Review Report

Due Date: February 6, 2008

District Priority: Systems & Human Capacity

Owner(s): *Instructional Division*

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Date: 1/30/08

District Strategy:

- Create a comprehensive, appropriate professional development plan for all, including board members.
- Infuse models of success and best practices into the system and systematically spread them across schools and departments.
- Improve the collaborative planning process at the District level to align services, human resources and financial resources to support achievement and instructional goals.

Related District Tier 1 Target(s):

- #13.3 Curriculum and Teaching Component Score
- #13.4 Stakeholder Engagement Component Score
- #13.5 Stellar People Component Score

Div/Dept Tier 2 Indicators	Strategies Implemented	Data Collected and Analyzed	Data Analysis Results	Mid-Year Changes
<p>Decrease the number of Professional Development offerings by Instructional Division to under 30 participants per day as measured weekly by the PD calendar.</p>	<p><i>(What strategies have been implemented along the way to meet your Tier 2 indicators?)</i></p> <p>District personnel who schedule professional development offerings & trainings submit monthly updates & revisions to a central location for approval of dates and numbers.</p> <p>Communicate new substitute procedures to site administration and district personnel.</p>	<p><i>(What data have been collected and analyzed as identified to measure progress of Tier 2 indicators? These data can be quantitative and/or qualitative.)</i></p> <p>Professional Development Calendar</p>	<p><i>(What are the findings of data analysis? What is working and what is not? Explain reasons for progress or lack of progress.)</i></p> <p>The creation of a centralized Professional Developmental Calendar and new substitute procedures capping the amount of subs to be used for school business at 50 have minimized the amount of classes that have been left uncovered due to a lack of a sub. Additionally, there is less overlap in depts. scheduling on-top of one another.</p> <p>Saturday trainings in both "Step Up to Writing", secondary and Science, elementary are well attended.</p>	<p><i>(Based on the data analysis, what strategies need to be modified to meet your Tier 2 indicators?)</i></p> <p>We need to continue to identify alternative ways to provide professional development outside of the school (contract) day.</p>
<p>Increase the amount of differentiated support offered to low performing schools to 100% via Teams of district level personnel as measured by the monthly team meeting agendas</p>	<p>Staff assigned to schools will visit one time each week or bi-weekly & complete a log describing evidence seen and support necessary</p>	<p>Schools Pursuing Excellence: Team Logs Meeting Agendas & Minutes</p>	<p>Additional support for Schools Pursuing Excellence has minimized the amount of time these schools have to endure adverse situations. Lesson Studies in the schools pursuing excellence have improved the quality of instruction at these schools in the areas that were studied. District curriculum specialists have done "A" Monday trainings at some of these schools to support individual school goals.</p>	<p>At the District SPE meeting it was suggested that professional development in the area of Behavior Management and dealing with children with challenging behaviors be provided to teachers and other staff on-site at these schools.</p>

	<p>Lesson studies for the elementary schools will be provided based on identified needs</p> <p>Individualized support from district curriculum specialists</p>	<p>Lesson Study agendas & evaluations</p> <p>"A" Monday Agendas from school sites</p>		
<p>Increase the perceived professional development value of walkthroughs As evidenced by walk-through evaluations or monthly surveys.</p>	<p>Clarify walkthrough expectations with school site administrators and teachers.</p> <p>Develop/modify walkthrough procedures so that teachers are given specific, timely, and constructive feedback. Support will be given by site coach.</p> <p>Invite teachers to join walkthroughs to increase buy-in and perceived value</p>	<p>Walk-through Protocol</p> <p>Walk-through Evaluations</p>	<p>New walk-through procedures have been received lots of positive feedback. The negative perception of these is beginning to change to one that is more positive.</p>	<p>We need to continue to be sure that classroom teachers are involved in these walk-throughs as much and as often as possible.</p>
<p>Increase the number of professional development offerings indicated as needs by schools on their SPSAs to 100% as measured by the "A" Monday Menus & Agendas</p>	<p>Instructional division departments will look at SPSAs and determine relevant professional development needs of the schools.</p> <p>Instructional Division Departments will determine what professional development they can offer to schools (based on needs as indicated by SPSAs)</p>	<p>"A" Monday Menus (from LADD Dept.)</p>	<p>In progress. No data available.</p>	<p>We need to identify ways, other than "A" Mondays to provide this individualized support to schools.</p>

Support Needed *(Is there support from others that is needed or could help the work be easier/faster/better?):*