

**District Improvement Plan
2017-2018**

Division: Professional Learning School Improvement

Division Head: Dr. LaToya Doby-Holmes

Date: August 20, 2017

Goal Area: High Performing Culture and Workplace

Performance Measure (with unit of measure)	Baseline	Target Year 1	Target Year 2	Target Year 3
Employees will participate in job-embedded professional learning through professional learning communities.	Gathering data in 2017-2018	TBD	TBD	TBD
Increase digital learning score on ELEOT.	ES 1.88 MS 1.78 HS 2.07	ES 2.30 MS 2.00 HS 2.50	ES 2.60 MS 2.40 HS 3.00	ES 3.00 MS 2.80 HS 3.50
<p><i>Performance Measure is aligned to the RCSS Performance Objective of:</i> Hire and support a highly effective staff. High academic achievement and success for all.</p>				

Performance Measure	Initiative based on root cause analysis	Actions	Team or Leader who will oversee the initiative and actions & collect data	Data that the Team or Leader will collect	Timeline for implementing initiative and actions
Employees will participate in job-embedded professional learning through professional learning communities.	Provide training and opportunities for employees to engage in professional learning communities at school and district levels.	<ol style="list-style-type: none"> 1. Examine Comprehensive Needs Assessments, School Improvement, Professional Learning Plans, and TKES/LKES Summatives. 2. Examine Professional Learning Goals and Professional Learning Plans. 3. Provide a variety of professional learning opportunities to all district employees. (Based on specific needs and improvement plans). 4. Enhance teachers and leaders support through mentoring. 	<p>Accountability, Professional Learning, Curriculum & Instruction, CTAE, Title I, IT</p> <p>Professional Learning</p> <p>Professional Learning, Assistant Superintendents, Professional Learning Teacher Quality Facilitators Curriculum and Instruction, Instructional Technology Specialists</p> <p>Professional Learning Principals</p>	<p>Comprehensive Needs Assessments, School Improvement Plans Professional Learning Plans, TKES/LKES Data</p> <p>Professional Learning Goals and Professional Learning Plans</p> <p>Walkthroughs, ELEOT Observations, Formatives, Student Data, Professional Learning Calendar, Professional Learning Catalog, Attendance Sheets, Survey</p> <p>Orientation, Monthly Meetings, Mentor Logs, Agendas, Sign-In Sheets, Surveys</p>	<p>August 2017-October 2017</p> <p>July 2017</p> <p>August – September 2017</p> <p>September –October 2017</p>

		5. Support teacher and administrator leadership programs.	Professional Learning Superintendent Associate Superintendent of Curriculum and Instruction Area Assistant Superintendents	Monthly Administrators Meetings, PSP Meetings, Agendas, Sign-In Sheets, New Leader Academy, District Leadership Academy. Department and Grade Level PLCs	September 2017 – May 2018
		6. Utilize GCN for required PL.	Professional Learning	GCN Report	July 2017- May 2018
		7. Introduce initiative to all stakeholders.	Superintendent, Professional Learning, Curriculum and Instruction, School and Department Leaders	Sign-in Sheets, PLC Agendas, BusinessPLUS	August 2017-May 2017
		8. Ensure that collaborative planning is built into master schedule.	Principals and Area Assistant Superintendents	Master Schedule Sign-in Sheets, PLC Agendas, BusinessPLUS	August 2017 – May 2018
		9. Provide ongoing professional learning training on professional learning communities to employees in areas, clusters, school, grade level, and or content.	Principals, Professional Learning, Curriculum and Instruction	Sign-in Sheets, PLC Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	August 2017-May 2017

		<p>10. Provide ongoing professional learning on effective classroom management (PBIS) to employees in areas, clusters, school, grade level, and or content.</p>	Principals, Professional Learning, Curriculum and Instruction, Discipline Committee	Sign-in Sheets, PLC Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 – May 2017
		<p>11. Provide ongoing professional learning on rigorous instruction to employees in areas, clusters, school, grade level, and or content.</p>	Principals, Professional Learning, Curriculum and Instruction	Sign-in Sheets, PLC Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	July 2017 – May 2018
		<p>12. Provide ongoing professional learning on standards based report cards to employees in areas, clusters, school, grade level, and or content.</p>	Principals, Professional Learning, Curriculum and Instruction	Sign-in Sheets, PLC Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	July 2017- May 2018
		<p>13. Provide ongoing professional learning on assessment to drive instruction to employees in areas, clusters, school, grade level, and or content.</p>	Principals, Professional Learning, Curriculum and Instruction	Sign-in Sheets, PLC Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 – May 2018

Increase digital learning score on ELEOT.	Increase digital awareness and usage to promote student engagement.	1. Incorporate SAMR Framework and ISTE Standards into all technology training.	Professional Learning Instructional Technology Specialists, IT	Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 – May 2018
		2. Provide training to teachers on how to enhance and enrich the digital learning environment-21 st Classroom (research, solve problems, create original works, collaborate)	Professional Learning Instructional Technology Specialists	Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 – May 2018
		3. Train teachers on grade level technology standards and Common Sense Curriculum.	Professional Learning Instructional Technology Specialists, IT	Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 – May 2018
		4. Provide a variety of engaging instructional technology training sessions to meet the needs of diverse learners	Professional Learning Instructional Technology Specialists, IT, Curriculum and Instruction	Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 –May 2018
		5. Provide content software training to enhance digital learning.	Professional Learning Instructional Technology Specialists, IT, Curriculum and Instruction	Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog	September 2017 – May 2017

		<p>6. Provide specific training to support curriculum resources (Rubicon, Infinite Campus, SLDS, Edgenuity).</p>	<p>Professional Learning Instructional Technology Specialists, IT, Curriculum and Instruction</p>	<p>Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog</p>	<p>September 2017 – May 2017</p>
		<p>7. Supporting the Cyber and Digital Immersion Initiative.</p>	<p>Professional Learning Instructional Technology Specialists, IT, Curriculum and Instruction, Freedom Park</p>	<p>Sign-in Sheets, Agendas, BusinessPLUS, TKES and ELEOT Observations, PL Catalog</p>	<p>September 2017 – May 2017</p>

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