Goal Area: Mathematics
Focus Skill(s): Number Sense and Problem Solving
Strategy:
- Coaching for all components of Gradual Release. Teachers will include number sense routines, CPA, and re-teaching in skills groups in the math block.
- Teachers will plan for and use higher level questioning and engagement strategies to increase rigor.
- Leadership team meeting with individual teachers to review Acuity, SAT, K-1, NWEA/MAP data to set class and individual student goals.
- Increasing collaboration through peer observation and student work analysis.

Measurable Objective (growth goal): All subgroups will increase their NeSA-M scores by 5% (All sub-groups 54%)

Goal Area: Reading
Focus Skill(s): Emphasis and instruction of reading as a critical thinking skill. (Comprehension)
Strategy:
- Consistently implement guided reading lesson format, running record analysis, and gradual release of instruction throughout the literacy block.
- Teachers will plan for and use higher level questioning and engagement strategies to increase rigor.
- Leadership team meeting with individual teachers to review Acuity, SAT, K-1, NWEA/MAP data to set class and individual student goals.
- Increasing collaboration through peer observation and student work analysis.

Measurable Objective (growth goal): All subgroups will increase their NeSA-R scores by 5% (All sub-groups 60%)

Goal Area: Writing
Focus Skill(s): Use of the writers’ workshop model to promote the six traits of writing.
Strategy:
- Teachers will plan for and use higher level questioning and engagement strategies to increase rigor.
- Using rubric based on the 6 traits to score student writing.
- Teachers implement 6 trait writing and writer’s workshop structure from professional development sessions with experts Nancy Christensen, Ron Coniglio and Jennifer Jacobson.
- Increasing collaboration through peer observation and student work analysis.

Measurable Objective (growth goal): All subgroups will increase their NeSA-W scores by 3% (All 4th Grade Students 78%).

Goal Area: Climate (indicated by Climate Survey data)
Focus: Improve teacher self-confidence and self-efficacy
Strategy:
- Give teachers more leadership roles
- Create teacher leadership team
- Encourage more peer collaboration
- Weekly positive coaching feedback
- Highlighting teacher instruction weekly (Liberty Superstars)
- Using Kagan structures during school-wide professional development

**Measurable Objective (growth goal):** Improvement in Climate survey in the area of School Climate, as perceived by staff so that all the areas are above 70.

## Year-long Professional Development Plan

<table>
<thead>
<tr>
<th>Week of:</th>
<th>Professional Development Topic</th>
<th>Person(s) Responsible</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>August</strong></td>
<td><strong>Procedures and Routines and Reinforce Guided Reading</strong></td>
<td>Instructional Leadership Team</td>
<td></td>
</tr>
</tbody>
</table>
| August 1 | • New Teacher Induction Institute (a.m.)  
• New Teacher Building Orientation (p.m.) | Human Resources/Staff Development Instructional Leadership Team |      |
| August 4 | • Leadership Kick-off  
• New Teacher Building Orientation (full day)  
• Due Process Workshop (p.m.) | Mark Evans  
Instructional Leadership Team |      |
| August 5 | • New Teacher District Orientation/Induction  
• Due Process Workshop (a.m.) | Human Resources/Staff Development Matt Ray |      |
| August 6 | • Building SIP (AM) – Welcome Back; Community building activities  
• Teacher Planning and Preparation (PM) | Instructional Leadership Team |      |
| August 7 | • Building SIP (AM) – Guided Reading Lesson Plan format Review; Collaborative lesson planning for guided reading  
• Teacher Planning and Preparation (PM) | Instructional Leadership Team |      |
| August 8 | • Teacher Planning and Preparation (full day) | Instructional Leadership Team |      |
| August 11 | • Curriculum Day for all Liberty teachers (full day) - CPA & Grading | Curriculum Instruction and Assessment |      |
| August 12 | • Building SIP (AM) - Data Review, Community Building, SIP plan discussion, Routines & Procedures Activity  
• Teacher Planning and Preparation (PM) | Instructional Leadership Team |      |
| August 18 | • Faculty Workshop - PD presentation  
o Teacher share effective routines & procedures; Coaching Overview | Instructional Leadership Team |      |
| August 27 | • Grade Level Meetings – Data Collection Forms; Look at current students' data from previous year | Instructional Leadership Team |      |

<table>
<thead>
<tr>
<th>September</th>
<th><strong>SAT process and Data Collection</strong></th>
<th>Instructional Leadership Team</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>September 15</td>
<td>• Optional Math Workshops during Plan Time - Finished early math activities</td>
<td>Math Coach</td>
<td></td>
</tr>
<tr>
<td>September 11</td>
<td>• Faculty workshop – SAT Process; data collection</td>
<td>Instructional Leadership Team</td>
<td></td>
</tr>
<tr>
<td>September 11</td>
<td>• Open House</td>
<td>All teachers</td>
<td></td>
</tr>
</tbody>
</table>
| September 16 | • Grade Level Meeting – PD presentation  
o collaborative practice writing SAT goals | Instructional Leadership Team |      |
| September 19 | • Building SIP (1/2 day) – Review grading process & collaboratively grade work samples | Instructional Leadership Team  
Curriculum Instruction and Assessment |      |
- Curriculum Day (Schedule TBD) (1/2 day)  
  - Break out sessions (e.g. Comprehension conversations / higher level questioning, running records, writing, math)

**September 20**  
- **Saturday Workshop**  
  - Growing Great Classrooms (w/ Mount View)  
  - Kathy Kennedy  
  - 1500

**September 22**  
- **Elementary TEAM Plan Time (full day) – SATs, teacher leaders present engagement strategies, collaboratively analyze student benchmarks, number sense routines**  
  - Instructional Leadership Team and Teachers

**September 24**  
- **Grade Level Meetings**  
  - Individual teacher data meetings - identify students in SAT process, analyze K-1 & fall acuity

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### Data Analysis and Progress Monitoring (First Quarter Grades and Acuity)

#### October

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Facilitator</th>
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</thead>
<tbody>
<tr>
<td>October 6</td>
<td><strong>Faculty Workshop</strong> - PD presentation</td>
<td>Instructional Leadership Team / CIA Turn-key Presentation</td>
</tr>
<tr>
<td>October 10-14</td>
<td><strong>Grading Window</strong> – Grades due 10/15</td>
<td>Teachers</td>
</tr>
<tr>
<td>October 15</td>
<td><strong>Grade Level Meetings</strong> - PD presentation</td>
<td>Instructional Leadership Team</td>
</tr>
</tbody>
</table>
| October 23 | **Elementary TEAM Plan Time (AM)**  
  - Individual teacher data meetings - identify students in SAT process, analyze K-1, fall acuity, fall benchmark levels, & plan for target students  
  - Parent-Teacher Conferences (PM)  
  - Instructional Leadership Team |
| October 27 | **Faculty Workshop**  
  - Teacher leaders shared successful uses of engagement strategies, presented information on peer observations, introduced Kahoot  
  - Instructional Leadership Team |
| October 31-November 5 | **Peer Observations**                                                                | Instructional Leadership Team     |
| November 6  | **Grade Level Meetings** - Reflect on peer learning (observations)  
  - Kathy Kennedy Questioning  
  - Instructional Leadership Team |

#### November

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 18</td>
<td>Instructional Leadership Team Coaching Practice w/ Kathy Kennedy</td>
<td>8000</td>
</tr>
</tbody>
</table>
| November 18 | **Faculty Workshop** - PD presentation  
  - Kathy Kennedy Questioning  
  - Instructional Leadership Team |
| November 19 | **Grade Level Meetings**  
  - Kathy Kennedy Questioning  
  - Instructional Leadership Team |
| November 20-21 | • Grading Window – Grades due 11/22 | Teachers |
| November | Teacher Practice – Random lesson plan checks by Principals | Instructional Leadership Team |
| November 24 | • **Faculty Workshop**  
  o Lesson Plan using Questioning  
  o Growth Mindset | Instructional Leadership Team |
| November 26 | • Building SIP (1/2 day) – Honor Retreat  
  • Teacher Planning and Preparation (1/2 day) | Instructional Leadership Team and  
  Youth Frontiers |
| December | **Questioning & Rigor** | Instructional Leadership Team |
| December 4 | Demo Lessons - Questioning & Rigor | Instructional Leadership Team / Kathy Kennedy |
| December 4 | • **Faculty Workshop** - PD presentation  
  • Kathy Kennedy Rigor | Instructional Leadership Team / Kathy Kennedy |
| December 5 | • Grade Level Meeting  
  o Kathy Kennedy Rigor Continued | Instructional Leadership Team / Kathy Kennedy |
| December | Teacher Practice – Random lesson plan checks by Principals | Instructional Leadership Team |
| December 12-16 | • Grading Window – Grades due 12/17 | Teachers |

**Data Analysis Acuity Diagnostic**

| January | **Balanced Literacy** | Instructional Leadership Team / CIA Presentation |
| January 5 | • Teacher Planning and Preparation (full day)  
  • Grade Level Meetings  
  Data Meetings- review Acuity Diagnostics, adjust guided reading groups, revamp plans for target students, update class / individual goals | Instructional Leadership Team |
| January 7 |  |  |
| January 12 | **Faculty Workshop** – Balance Literacy Turnkey District Turn-Key Presentation | Instructional Leadership Team |
| January 21 | • Grade Level Meeting- Review Student Work-  
  evidence of questioning and rigor in the literacy block | Instructional Leadership Team |
| January 26 | • **Faculty Workshop**- Incorporate questioning and rigor into sections of the balance literacy | Instructional Leadership Team |
| January 6-26 | • Peer Learning (observations)  
  • Grading Window (Progress Rpts due 1/30) | Instructional Leadership Team / Teachers |
| January 28-29 |  |  |

**Data Analysis and Progress Monitoring (Semester Grades and Acuity)**

| February | **Asking Higher Level Questions** | Instructional Leadership Team |
| February 5 | • Grade Level Meetings -  
  o Share peer learning experiences | Instructional Leadership Team |
| February 3 | • **Principals’ Meeting**  
  • Engaging Students With Poverty in Mind | Curriculum Instruction and Assessment |
| February | Teacher Practice – Random lesson plan checks by Principals | Instructional Leadership Team |
| February 9 | • **Faculty Workshop**  
  Higher Level Questioning in Action  
  Teacher present videos | Instructional Leadership Team / Teacher Leaders |
| February 13 (1:15-4:15) | • Elementary TEAM Plan Time (p.m.)  
  o Restructuring Presentation | Instructional Leadership Team / Teachers |
<p>| February 18 | • Grade Level Meeting | Instructional Leadership Team |</p>
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Team</th>
</tr>
</thead>
</table>
| February 26 | Elementary TEAM Plan Time/Parent-Teacher Conferences  
  - SATs  
  - Data Meetings                             | Instructional Leadership Team |
| March    | **NeSA Preparation**                                                              | Instructional Leadership Team |
| March 16 | **Faculty Workshop**  
  Testing Practices & Procedures, NeSA Schedule,  
  Take care of ourselves, Primary adopt an Intermediate Classroom, Brainstorm planning around testing schedule | Instructional Leadership Team |
| March 26 | **Grade Level Meetings**  
  Examine Student Work - Literacy            | Instructional Leadership Team |
| March 30 | **Faculty Workshop**  
  Sharon Royers, Principal, Indidan Hill - Look at draft of restructuring plan | Instructional Leadership Team |
| April    | **Reflecting and Planning**                                                      | Instructional Leadership Team |
| April 6  | **Faculty Workshop**  
  - Superintendent's Early Childhood Plan  
    (presenters - BECI)                  | SIP Team            |
| April 7  | **Principals' Meeting**  
  - Engaging Students With Poverty in Mind | Curriculum Instruction and Assessment |
| April 14 | **Grade level meetings**  
  Create Class Lists                       | Instructional Leadership Team |
| April 15-16 | Grading Window – Grades Due 4/17                                                | Teachers            |
| April 20 | **Faculty Workshop**  
  - Examining Student Work                |                    |
| April 24 | **Elementary TEAM Plan Time (full day)**  
  - Professional Development Reflection  
  - Review SATs                             | Instructional Leadership Team and Teachers |
| April 27 | **Teacher Planning and Preparation (full day)**                                 |                    |
| May      | **Celebrating**                                                                   | Instructional Leadership Team |
| May 5-6  | **Grade Level Meetings**  
  - Technology                             | Instructional Leadership Team |
| May 11   | **Faculty Workshop**  
  - End of year celebration / Data        | Instructional Leadership Team |
| May 14-18 | Grading Window - Rpt Cards due 5/19                                               |                    |
| May 26   | **Building SIP (1/2 day)**  
  Vertical Team Planning  
  Teacher Planning and Preparation (1/2 day) | Instructional Leadership Team |
| May 27 | • Building SIP (1/2 day)  
<table>
<thead>
<tr>
<th></th>
<th>• Teacher Planning and Preparation (1/2 day)</th>
<th><strong>Instructional Leadership Team</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>June</td>
<td></td>
<td></td>
</tr>
<tr>
<td>June 29 and 30</td>
<td>• SIP Workshops</td>
<td><strong>Curriculum Instruction and Assessment</strong></td>
</tr>
</tbody>
</table>