

**2016-2017 Professional Development Plan
Le Mars Community Middle School**



Presented to the Le Mars Community School Board

Date: Monday, October 10, 2016



2016-2017 MIDDLE SCHOOL PROFESSIONAL DEVELOPMENT PLAN

Math	
District Math Goal	In the spring of 2017, our proficiency percentage in grades 6-8 will meet or exceed the previous 3-year average of 90.61%
Building Target to Reach District Goal:	90.61%
Action Plan to Meet Building Target	<p>Several PLC Hours will begin with a principal or School Improvement Team led session of building our PLC knowledge base. The bulk of these mini-lessons will come from PLC/Solution Tree videos featuring, Sarah Schuhl, Rick and Rebecca DuFour explaining the most important tenets of the SMART goal process. Discussion of how the PLC process can best fit our own situation will follow.</p> <p>Teachers will also do the following:</p> <ul style="list-style-type: none">• Identify essential learnings for year (quarter by quarter) from the Core.• All team norms, essential learnings and SMART goals will be put on to our LCMS PLC Google site so that all teams can share and learn from one another. This also allows our school improvement team to easily evaluate the process and progress.• Write SMART goals that link to the school's vision and goals.• Write pre/post assessments that will determine instruction, intervention and eventually achievement of the SMART goal.• Develop daily formative assessments to assess progress towards SMART goals• Effectively collect and analyze student data from daily formative and quarter assessments. Track the data towards the SMART goal• Write and revise lesson plans to adjust instruction and close learning gaps based upon formative and quarter assessments• Communicate the team's progress on our PLC site. https://sites.google.com/a/lemarscsd.org/lcms-pd/home• At the end of each quarter, each teacher will meet with the principal to discuss how their SMART goal process went and reflect on ways to improve.
Research Base	Larry Ainsworth and Donald Viegut, <i>"Common Formative Assessments"</i> Richard DuFour, <i>Learn By Doing - A Handbook for Professional Learning Communities at Work</i> Decision Making For Results: Data-Driven Decision Making, by the Leadership and Learning Center Buffum, Mattos and Weber, <i>"Simplifying Response to Intervention"</i>

Reading	
District Reading Goal	In the spring of 2017, our proficiency percentage in grades 6-8 will meet or exceed the previous 3-year average of 82.68%
Building Target to Reach District Goal:	82.68%
Action Plan to Meet Building Target:	<p>Several PLC Hours will begin with a principal or School Improvement Team led session of building our PLC knowledge base. The bulk of these mini-lessons will come from PLC/Solution Tree videos featuring, Sarah Schuhl, Rick and Rebecca DuFour explaining the most important tenets of the SMART goal process. Discussion of how the PLC process can best fit our own situation will follow.</p> <p>Teachers will also do the following:</p> <ul style="list-style-type: none"> • Identify essential learnings for year (quarter by quarter) from the Core. • All team norms, essential learnings and SMART goals will be put on to our LCMS PLC Google site so that all teams can share and learn from one another. This also allows our school improvement team to easily evaluate the process and progress. • Write SMART goals that link to the school's vision and goals. • Write pre/post assessments that will determine instruction, intervention and eventually achievement of the SMART goal. • Develop daily formative assessments to assess progress towards SMART goals • Effectively collect and analyze student data from daily formative and quarter assessments. Track the data towards the SMART goal • Write and revise lesson plans to adjust instruction and close learning gaps based upon formative and quarter assessments • Communicate the team's progress on our PLC site. https://sites.google.com/a/lemarscsd.org/lcms-pd/home • At the end of each quarter, each teacher will meet with the principal to discuss how their SMART goal process went and reflect on ways to improve.
Research Base	<p>Larry Ainsworth and Donald Viegut, <i>"Common Formative Assessments"</i></p> <p>Richard DuFour, <i>Learn By Doing - A Handbook for Professional Learning Communities at Work</i></p> <p>Decision Making For Results: Data-Driven Decision Making, by the Leadership and Learning Center</p> <p>Buffum, Mattos and Weber, <i>"Simplifying Response to Intervention"</i></p>

	Science
District Science Goal	In the spring of 2016, 83.40% of students in grades 6-8 were at or above proficient on the Iowa Assessment. By spring 2017, we will increase that percentage to meet or exceed the previous 3-year average of 85.12%
Building Target to Reach District Goal:	85.12%
Action Plan to Meet Building Target:	The middle school science team will meet two hours a month before school to develop professionally in the areas of: Implementing the Iowa Science Standards, developing norms, identifying quarterly essential learnings, and creating SMART Goals directed at the essential learnings. Teachers will also work at putting reading and writing activities into their curriculum.
Research Base	Larry Ainsworth and Donald Viegut, <i>"Common Formative Assessments"</i> Richard DuFour, <i>Learn By Doing - A Handbook for Professional Learning Communities at Work</i> Decision Making For Results: Data-Driven Decision Making, by the Leadership and Learning Center Buffum, Mattos and Weber, <i>"Simplifying Response to Intervention"</i>
IN-SERVICE DESIGN WILL CONSIST OF THE FOLLOWING BEST PRACTICE FRAMEWORK	
Collaborative Design	The collaborative design comes from the professional learning communities process. The three big ideas of PLC's are: 1.) A focus on learning 2.) A collaborative culture 3.) a focus on results. PLC's teams focus on 4 essential questions: 1.) What do we want kids to learn? 2.) How will we know if they have learned it? 3.) What will we do for kids that haven't learned it? 4.) What will we do for kids that already know it?
MONITORING OF IMPLEMENTATION PLAN	
The Middle School Improvement team is made of one representative from our five curriculum areas. Each MSIT member is the leader of their respective PLC Team. MSIT will meet each month and discuss the progress of their team. MSIT will collaborate over team data in order to improve each team's effectiveness. In addition, all teachers will meet with one of our two principals at the end of each quarter in order to discuss what happened during that quarter in terms of their SMART goals and formative/summative assessments.	

EVALUATION OF STUDENT LEARNING

Formative Assessment	MSIT leaders and principals will be involved in the PLC team meetings. Principals will collect artifacts from teachers at the end of each quarter. Artifacts will include samples of student work, SMART goals, and formative and summative assessments.
Summative Assessment	Iowa Assessment results in the Spring of 2017. Also, through administrator analysis of teacher turn-ins, at the end of semester two, 28 out of 34 teachers will be able to show evidence of implementation and successful academic growth of students.

IN-SERVICE DATES	Extra Hour Dates
9/21/2016	9/7 and 9/14
10/19/2016	10/12 and 10/26
11/16/2016	11/2 and 11/9
12/14/2016	12/7 and 12/21
1/18/2017	1/4 and 1/11
2/15/2017	2/1 and 2/8
3/15/2017	3/1 and 3/8
4/26/2016	4/5 and 4/19
5/17/2016	5/3 and 5/10