

ISS Action Plan for Professional Development

Goal:

To improve student learning through the development and implementation of a comprehensive professional development program that is aligned to the ISS Vision for Learning and the community needs.

Action Plan Components:

- **Whole School Professional Development**
 - General Professional Development
 - Supervision and Evaluation of Teachers
 - Curriculum Development & Assessment Strategies
 - Writing
 - Reading
 - Mathematics
 - Portfolios
 - NWEA
 - Differentiation
- Individualized Professional Development

Evaluation:

- Curriculum Documents
- Assessment Systems
- Instructional Systems
- ISS Policies and Handbook
- Professional Files
- Individualized Professional Development Plans
- ISS Professional Development Master Binder

Timeframe for implementation: Year 1 = 2007-2008 Year 2 = 2008-2009 Year 3 = 2009-2010

Actions

Schedule

Resources

Responsible

Completion

Whole School Professional Development

General Professional Development	Schedule 5 days for Orientation and 5 additional days (includes half days) for Professional Development within the yearly calendar.	Years 1-3	School Calendar	Director	Complete
	Strengthen ties with local AdvancED accredited schools and explore opportunities to participate in and host professional development opportunities within the region (ACCAS).	Years 1-3	ACCAS	Director	In process
	Examine possibility of forming relationships with US universities to provide onsite professional development and graduate courses.	Year 2	Framingham, SUNY, NJ College, FastTrack, George Washington, online programs, etc.	Director	Pending
	ACCAS Conference at the Carol Morgan School – full staff participation.	Year 3	3 days provided - budget	ACCAS – ISS School Board	Pending
Supervision and	Examine methodologies to evaluate teacher performance.	Years 1-2	Danielson, exemplar schools	Director & Principal	Complete

Evaluation of Teachers	Develop ISS Supervision and Evaluation of Teacher Policy (adopt and modify plans).	Year 2	Danielson, self developed	Director & Principal	Complete (application stage)
	Develop a survey for staff to provide feedback on effectiveness of new policy	Year 2	Self developed	Administrative Council	Pending
	Examine the idea of teacher portfolios and experiment with use among the staff.	Year 3	Danielson	Principal	Pending
Curriculum Development and General Assessment Strategies	Introduce and explain the key components of what will become the ISS curriculum to build a common vocabulary.	Years 1-3	Timeline	Director	Complete
	Provide training and time for teachers to develop and align Standards and Learning Objectives.	Years 1-3	ISS Documents – National Council	Admin. Council & Teachers	In process
	Provide training and time for teachers to complete Scope and Sequence Maps.	Years 1-3	ISS Documents & Resources– Text Books	Admin. Council & Teachers	In process
	Introduce the idea of portfolios and work toward establishing standardized criteria for portfolios.	Years 1-3	Exemplar Systems	Admin. Council & Teachers	In process
	Provide training and time for teachers to examine and implement a standards-based assessment system.	Years 2-3	Exemplar Systems	Curriculum Coordinator	Pending
	Research and adopt Essential Agreements for all subject areas that include inter-disciplinary skills (research and study habits).	Year 2-3	Exemplar docs & Self Developed	Admin. Council & Teachers	Pending
	Examine and adopt the use of Document Based Question (DBQ) that stress stimulus/response as part of the assessment process.	Years 2-3	Exemplar docs & self developed resources	Curriculum Coordinator	Pending
	Provide training and time for teachers to complete Unit Plans.	Years 2-3	ISS Documents & Resources	Admin. Council & Teachers	Pending
	Provide training and time for teachers to develop assessment systems to measure each of the expectations for student learning.	Years 2-4	Exemplar Docs	Curriculum Coordinator & Teachers	Pending

Writing	Train selected teachers and administrator on 6+1 Trait Writing.	Year 1	ACCAS Workshop	English Teachers	Complete
	6+1 Trait Writing training for whole school.	Year 2	Materials from ACCAS Workshop and NY State	Teachers & Admin. Trained in 2008	In process
	Adoption of whole school philosophy and essential agreements in terms of instruction and assessment.	Years 1-3	Exemplar Docs.	English Teachers	In process
	Examine the use of writing across the curriculum.	Years 2-3	Action Research	Administrative Council & Teachers	Pending
	Provide time for teachers to develop integrated writing assignments in core subjects.	Years 3-4	Exemplar Docs	Curriculum Coordinator & Teachers	Pending
Reading	Train teachers to use Developmental Reading Assessment (DRA) and accompanying tools.	Years 1-3	DRA	Elementary Principal	Complete
	Train teachers to use Accelerated Reader (AR).	Years 1-3	AR	Librarian	Complete
	Adoption of whole school philosophy and essential agreements in terms of instruction and assessment in reading.	Years 2-3	Exemplary Docs.	Curriculum Coordinator & Teachers	In process
	Examine application of higher level thinking skills and Bloom's Taxonomy.	Years 2-3	Bloom's Taxonomy	Curriculum Coordinator	In process
	Examine the use of reading across the curriculum.	Year 3	Action Research	Director	Pending
Math –	Send a teacher to the Math Institute sponsored by The Columbus School and ACCAS.	Years 1-3	Conference, Medellin, Colombia	Elementary Teacher	Complete
	Examine best practices in terms of instruction and assessment strategies and adopt essential agreements.	Years 2-3	Math Institute & best practice	Elementary Teacher that attended conference	Pending
	Train teachers to use Accelerated Math (AM).	Years 2-3	AM	Librarian	Complete

	Introduce the concept of Number Calendar and Bridges curriculum.	Years 2-3	Number Count	Elementary Teacher	Pending
Portfolios –	Examine portfolio models.	Year 1	MYP, IB, exemplar schools, etc.	Administrative Council	Complete
	Provide teachers with a document and training to outline ISS Portfolio use.	Year 2	Self developed	Administrative Council	In process
	Examine portfolio requirements to determine alignment with ISS Vision for Learning and make appropriate adjustments.	Years 2-3	ISS docs.	Administrative Council & Teachers	In process
	Develop a tool to assess the impact of the implementation of portfolios in the community.	Year 3	Community survey	Administrative Council	Pending
NWEA – MAP Training	Explore the use of NWEA as a tool to evaluate student achievement and the effectiveness of the curriculum.	Year 1	NWEA	Director	Complete
	On-line training for stage 1 implementation – generating rosters.	Year 2	Online NWEA training	NWEA & Counselor	Pending
	Stage 2 training for using results.	Year 2	ACCAS sponsored NWEA training	ACCAS	Pending
	Stage 3 training for using results to improve curriculum and instruction.	Year 3	ACCAS sponsored NWEA training	ACCAS	Pending
Differentiation	Introduce the workshop (reading and writing) model as a tool for differentiation in the classroom.	Years 2-3	Reader & Writer Workshop	Principal & Curriculum Coordinator	Pending
	Train staff to use Response to Intervention (RTI) strategies.	Years 2-3	RTI	Curriculum Coordinator	Pending
	Introduce the SIOP model as a tool to assist second language learners.	Years 2-3	SIOP	Curriculum Coordinator	Pending
	ACCAS training for differentiation.	Year 3	External expert	ACCAS	Pending
Technology	Train staff to use the ISS Shared File.	Year 1	Shared File	Director & Tec. Coordinator	Complete
	Train staff to use the ISS report card system.	Year 1	Report Card System	Tec. Coordinator	Complete
	Train staff to use online grading systems.	Years 1-2	Engrade	Director	Complete

	Provide training in the use of the new Follett library system and integrated programs.	Year 2	Follet	Librarian	In process
	Provide training on integration of technology in the classroom.	Year 3	ACCAS Conference	Conference Presenters	Pending
	Provide training in basic computer skills for teachers.	Year 3	In house software and online tutorials	Tec. Coordinator	Pending
Montessori	Explore and observe the use of Montessori learning strategies.	Year 1	Montessori Resources, Dream Project, PP school	PreSchool expert	Complete
	Continue teacher training on use of Montessori resources and instructional and assessment strategies.	Years 2-3	Montessori Resources, Dream Project, PP school	PreSchool expert	In process
	Train teacher assistants and nannies in use of Montessori resources and instructional and assessment strategies.	Year 3	Montessori resources	Montessori Teachers	In process
Individualized Professional Development					
	Examine resources available for teachers to participate in individualized professional development (IPD).	Year 1	Online course providers, local universities, ACCAS schools, etc.	Director	Complete
	Develop and apply template for all teachers to use for IPD as part of the Teacher Evaluation System.	Years 2-3	ISS doc.	Administrative Council	Pending
	Require all teachers to complete the individualized professional development plan as part of the teacher supervision and evaluation system.	Year 3	Contracts & Evaluation System	Director	Pending