

Appendix A/B: 2013-2016 Troy City School District Professional Development Implementation and Evaluation Plan

Goal #1: To review, align and develop 21st century curricula (aligned with the Common Core Learning Standards) to inform instruction and assessment

Objective #1: To establish a curriculum management system for the ongoing review, alignment, development and evaluation of district-wide curricula

Objective #2: To review existing mapping software options and make recommendations for use by the Troy City School District

Objective #3: To review, align and develop district-wide curricula in the areas identified for Year 1 review (to be determined by the curriculum leaders)

Objective #4: To review existing ELA and Mathematics curricula, and unpack the recently published modules, to align instruction with the Common Core State Standards in both areas (part of our RTTT initiative)

Objective #5: To plan for the re-alignment of Science curricula to the Next Generation Science Standards

Strategy	Activity	Who	Time Frame	Performance Measure
To involve teacher leadership in curriculum review, alignment and development	Examination of student achievement data Revision of curricula Use of student data, 21 st Century Skills framework Communication to BBPT Incorporation of STEM, technology and features of 21 st century library programs	Assistant Superintendent for Curriculum and Instruction Principals/Questar III Curriculum Leaders PPS Director/RtI Coordinator/Director of Technology/Director of Athletics Librarians General Education Teachers Special Education Teachers	Summers 2014 and 2015 Ongoing 13-14, 14-15, 15-16	K-12 Curriculum Mapping using adopted tool Documented 21 st Century student outcomes Lesson plans designed to address specific student needs as evidenced by data and that integrate technology and the library

Goal #2: To improve the use of culturally responsive practices throughout the Troy City School District

Objective #1: To support the use of culturally responsive practices in all classrooms and departments throughout the district

Strategy	Activity	Who	Time Frame	Performance Measure
To continue to provide training in the area of culturally responsive practices for all administrators, faculty and staff	Professional forums on culturally responsive practices and the Common Core State Standards Data analysis sessions that focus on multiple data disaggregated by subgroups Book studies related to this topic	Assistant Superintendent for Curriculum and Instruction Principals/Questar III PPS Director RtI Coordinator/Coaches Dr. Tiffany Powell Librarians General Education Teachers Special Education Teachers	Summers 2014 and 2015 Ongoing 13-14, 14-15, 15-16	Development of culturally responsive lessons, units and classroom libraries Elimination of disproportionality in suspension and other discipline data Improved academic achievement for all students and all subgroups

Goal #3: To improve the teaching and learning of Reading within the Troy City School District

Objective #1: To incorporate research on the five areas of Reading instruction (phonics, phonemic awareness, vocabulary, fluency and reading comprehension) into consistent instructional practices in kindergarten through grade 6

Objective #2: To improve literacy instruction across the curriculum (K-12) (Vocabulary, Reading, Writing, Speaking and Listening)

Objective #3: To comprehensively review our use of assessments and interventions for Tier I, Tier II and Tier III students and make recommendations for improvements

Strategy	Activity	Who	Time Frame	Performance Measure
To provide intense professional development in explicit reading instruction (including guided reading groups)	Use the Instructional Strategies Approach (ISA) Continued PD around CC modules and close reads Analysis of assessments and their uses Use of Literacy Coaches Continued PD on F&P Levels	Assistant Superintendent for Curriculum and Instruction Principals/Questar III PPS Director RtI Coordinator Literacy & Instructional Coaches/Librarians General Education Teachers Special Education Teachers	Summers 2014 and 2015 Ongoing 13-14, 14-15, 15-16	Improved instruction in the 5 key areas of Reading Observations of classroom instruction documenting the effectiveness of Reading instruction Improved student achievement in Reading and ELA

Goal #4: To recruit and retain highly qualified faculty members and provide support throughout a teacher's career

Objective #1: To support all teachers through the entire process of the newly adopted Annual Professional Performance Review

Objective #2: To provide a district-wide mentoring program that comprehensively addresses the demonstrated needs of mentors and beginning teachers throughout the year

Strategy	Activity	Who	Time Frame	Performance Measure
To evaluate the needs of mentors and beginning teachers prior to the start of school and target subsequent training and support to meet the on-going needs of program participants To understand all facets of APPR	Danielson 2013, Teachscape & SLO Training Training on the use of data to inform instruction New Teacher Orientation Monthly Professional Forums Classroom Visits Conferences	Mentor Program Coordinator Assistant Superintendent for Curriculum and Instruction Principals/CASDA Curriculum Leaders PPS Director/RtI Coordinator/Director of Technology/Director of Athletics Librarians General Education Teachers Special Education Teachers	2013-2016 school years	Retention of teachers who demonstrate effective or highly effective teaching practices

Goal #5: To promote a safe and secure environment for all students, district employees and visitors

Objective #1: To continue to design professional development opportunities to facilitate compliance with Project Safe Schools against Violence in Education (SAVE) legislation

Strategy	Activity	Who	Time Frame	Performance Measure
To utilize district-wide conference days and encourage participation of district-wide faculty and staff at conferences and workshops related to violence prevention and intervention	District-wide and building level safety meetings Drills and table-top exercises Workshops (blood borne pathogens, CPR, AED, suicide prevention, cyber-bullying, internet safety and social networking sites, bus safety and field trips)	District-wide and building level safety teams Building principals PBIS Committees All faculty and staff	Ongoing through 2013-2016	Various improved measures of safety: improved drill times, increased recognition of positive student behaviors, reduction in student disciplinary referrals and suspension rates, and a reduction in violent and disruptive incidents

Goal #6: To continue to promote increased technology integration throughout the district

Objective #1: To maximize our use of technology to enhance district-wide programs and services and to enhance curriculum, instruction and assessment for all students

Strategy	Activity	Who	Time Frame	Performance Measure
To utilize conference days and encourage participation of district-wide faculty and staff at conferences and workshops related to technology integration	Training on the use of web-based curriculum management software Training on technology related topics: distance learning, Web 2.0 Tools, Smartboards, virtual field trips, document cameras, on-line credit recovery programs, i-pads use and corresponding apps.	Director of Technology Assistant Superintendent for Curriculum and Instruction Principals, District Administrators, Curriculum Leaders All Faculty and Staff Secretarial Staff Related Service Providers	Ongoing through 2013-2016	Use of web-based curriculum software program throughout the summer 2014 curriculum mapping and beyond Increased participation in technology training Increased use of technology in the classroom Increased evidence of on-line and blended learning Use of i-pads for all students

Goal #7: To improve the academic achievement of students with disabilities and students academically at risk

Objective #1: To provide professional development opportunities for faculty and staff to improve our understanding of how to successfully meet the needs of students with disabilities and those academically at risk.

Strategy	Activity	Who	Time Frame	Performance Measure
To examine student achievement data of students with disabilities and those at risk and target professional development opportunities toward improved teaching and support practices	Analysis of student data Use of conference days to work on a variety of related topics: Scaffolding rigorous, grade level work, Curriculum Based Measures, Spectrum Disorders, Sensory Diets and use of i-pads to meet students' special needs	Special Education School Improvement Specialist Assistant Superintendent for Curriculum and Instruction Principals/CASDA Curriculum Leaders PPS Director/RtI Coordinator/Director of Technology/Director of Athletics/Librarians General Education Teachers Special Education Teachers	Ongoing through 2013-2016	Improved performance of SWDs on state assessments Reduced classification rate Improved teaching practices Effective RTI processes

Goal #8: To expand programming within the Troy City School District to include the *Riverfront P-Tech Program* within THS

Objective #1: To provide professional development opportunities for administrators, faculty and staff around the Pathways in Technology (P-Tech) model.

Strategy	Activity	Who	Time Frame	Performance Measure
To visit Early College High School (ECHS) programs, New-Tech schools and P-Tech programs to inform the development of Troy's program To work with industry partners and provide family outreach for the first cohort of students	Sessions with HVCC faculty and industry partners to validate the skills inventories Curriculum development Training provided to teachers on the following: Project-based learning, Protein is Cash, advanced manufacturing and statistics training.	P-Tech Coordinator Questar P-Tech Support Assistant Superintendent for Curriculum and Instruction MS and HS Principals Curriculum Leaders All P-Tech Program Faculty and Staff	Ongoing through 2013-2016	Successful selection of Cohort One for the Riverfront P-Tech Program in Troy Articulated curriculum and six-year program of study leading to the Associate Degrees (Advanced Manufacturing or Biotechnology) Successful partnerships with industry partners coordinating work-based learning and mentoring opportunities

Goal #9: To improve family/community engagement in and promote shared ownership for students' academic programs and social/emotional well-being.

Objective #1: To examine alternative and multiple ways to engage parents and families as partners in education

Strategy	Activity	Who	Time Frame	Performance Measure
To improve our use of 21 st Century tools to promote effective reciprocal communication between schools and families	Use of conference days to work on a variety of related topics: assessing the needs of families, improving parent/family engagement and communication	Parent Outreach Coordinators, Assistant Superintendent for Curriculum and Instruction Principals, Curriculum Leaders, PPS Director, RtI Coordinator, Director of Technology/Teachers	Ongoing through 2013-2016	Improved parent attendance at events and conferences More opportunities for parents to communicate with the school Improved participation of parents representing all students demographically