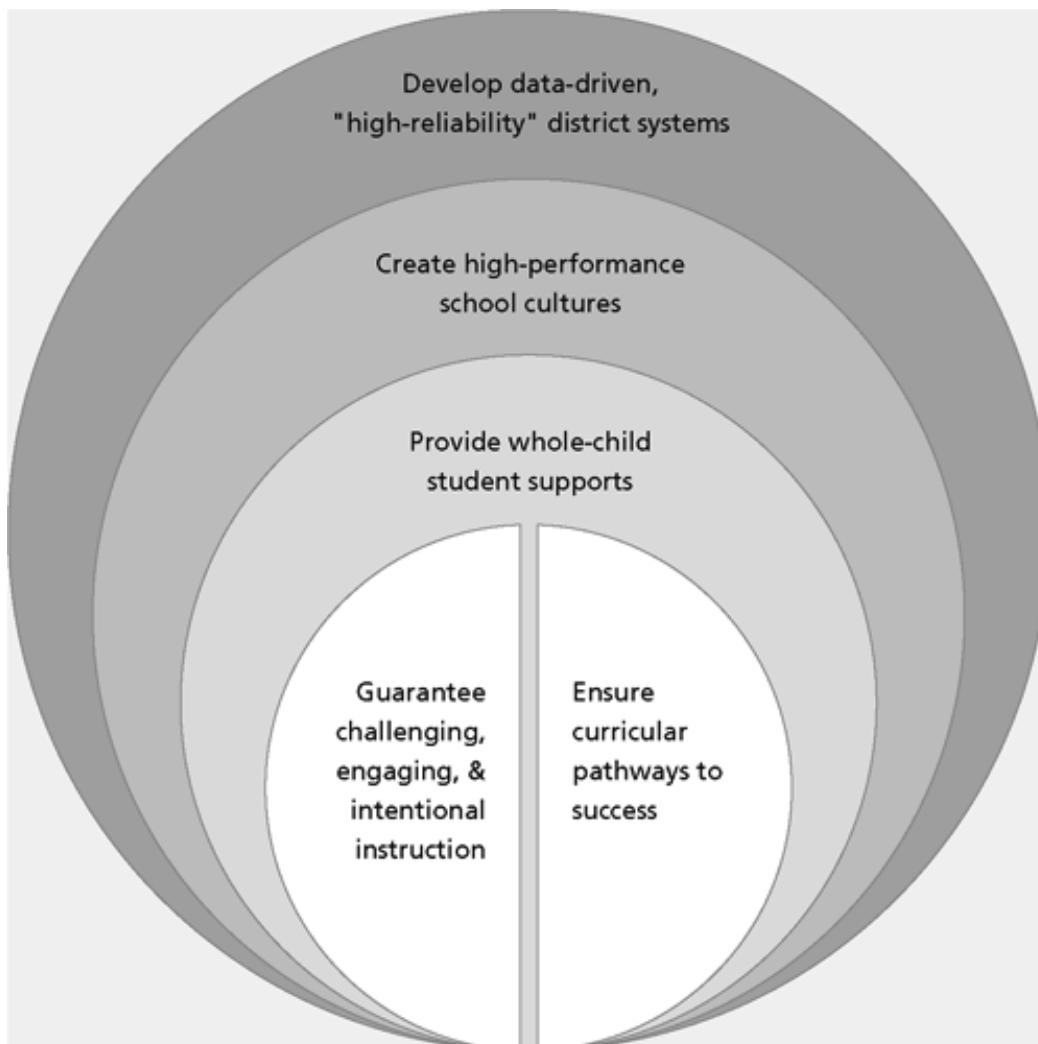


Abilene USD#435

5 Year Staff Development Plan

Based on What Matters Most
research from McRel



2017-2018

Guarantee Challenging, Engaging, and Intentional Instruction:

- McRel:** *CITW*-Maintain Certified Trainer / Possibly add a certified trainer
1 day overview with all new staff / building level meetings about strategies
Evaluation- Train all new staff on the evaluation document and procedures.
Cooperative group learning- 2 onsite days Jacob Engle presenter
- LETRS:** 4 Onsite days and a few individual staff attending specific LETRS at Smoky Hill and or KSDE / TASN Trainings
- CGI:** -K-8 Math Staff: Send 2016-17 / 17-18 New staff to initial training at ESSDACK or onsite with multiple districts
-All staff one day refresher with trainer
-Look into getting a staff member certified to train
- General:** 1 day Abilene Schools Learning Conference / teachers share effective instructional strategies.
- Instructional Coaches:** 1 day - Peer coaching training / co-teaching / integration

Ensure Curricular Pathways to Success:

- Sustain and adjust:** 1/2 day K-5 & 6-12 Curriculum Team Mtg.
- New Curriculum:** 1 -2 days-Science curriculum team / 1 day- CTE business / I.T. / Finance

Provide Whole-Child Supports:

- Reading:** Collaborative Planning Meetings & New Teacher Mentoring
- Math:** 1 day tier two and three support training
- Behavior:** 1 day Inservice Behavior / PBIS / Trauma Informed Training
1 day New Staff Training
- Social Emotional Learning:** AHS College & Career Competency Framework Training
- Extracurricular:** Coaches attend needed workshops

Create High-Performance School Cultures:

- Energy Leadership:** 4 days on site with Tamara Konrade
- KESA-** BLT & DLT meetings / attend KSDE trainings & meet with building staff (year 4)
- Collaborative Teams:** 4 - 1/2 day collaborative team meetings / ongoing building level meetings.
- Future Planning:** Study Richard DuFour's Professional Learning Community research

Develop Data-Driven, "High-Reliability" Systems:

- General Sustainability:** 3-5 Team members attend the MTSS symposium
3 District Integrated Team Meetings
- Assessments:** Annual Assessment Ethics & Security Training

Compliance:

- SafeSchools:** Blood Borne Pathogens, Sexual Harassment, Bullying Prevention & Reporting, Suicide Awareness and prevention, Restraint & Seclusion, Online Safety,
- Other:** FERPA / HIPAA, PDC, Negotiations, Drivers Safety, First Aid,

2018-2019

Guarantee Challenging, Engaging, and Intentional Instruction:

- McRel:** *CITW*- Maintain Certified Trainers
 - 1 day overview with all new staff / building level meetings about strategies
 - 1/2 day refresher for all staff
- Evaluation-** Train all new staff on the evaluation document and procedures.
- Effective Feedback-** 2 onsite days home grown presenter
- LETRS:** 3 Onsite days and a few individual staff attending specific LETRS at Smoky Hill and or KSDE / TASN Trainings
- General:** 1 day Abilene Schools Learning Conference / teachers share effective instructional strategies.
- Instructional Coaches:** 1 day- Peer coaching training / co-teaching / integration

Ensure Curricular Pathways to Success:

- Sustain and adjust:** 1/2 day K-5 & 6-12 Curriculum Team Mtg.
- New Curriculum:** 1 day- CTE Ag. & Trades

Provide Whole-Child Supports:

- Reading:** Collaborative Planning Meetings & New Teacher Mentoring
- Math:** 1/2 day K-8 Tier Curriculum / instructional review
 - Collaborative Planning Meetings & New Teacher Mentoring
- Behavior:** 1 day Inservice Behavior / PBIS / Trauma Informed Training
 - 1 day New Staff Training
- Social Emotional Learning:** AHS College & Career Competency Framework Implementation
- Extracurricular:** Coaches attend needed workshops

Create High-Performance School Cultures:

- KESA-** BLT & DLT meetings / attend KSDE trainings & meet with building staff
 - 1 day- Host Outside Visiting Team (OVT) Accreditation Visit (year 5)
- Collaborative Teams:** 4 - 1/2 day collaborative team meetings / ongoing building level meetings.
- Team building:** 1/2 day at building level / team building activity
- Professional Learning:** Train leadership team / PLCs

Develop Data-Driven, “High-Reliability” Systems:

- General Sustainability:** 3-5 Team members attend the MTSS symposium
 - 3 District Integrated Team Meetings
- Assessments:** Annual Assessment Ethics & Security Training
 - Aimsweb: 1/2 day training for new Aimsweb system

Compliance:

- SafeSchools:** Blood Borne Pathogens, Sexual Harassment, Bullying Prevention & Reporting, Suicide Awareness and prevention, Restraint & Seclusion. General Ethics.
- Other:** FERPA / HIPAA, PDC, Negotiations, Drivers Safety, First Aid,

2019-2020

Guarantee Challenging, Engaging, and Intentional Instruction:

- McRel:** *CITW*-Maintain Certified Trainer / consider adding a certified trainer
1 day overview with all new staff / building level meetings about strategies
Evaluation- Train all new staff on the evaluation document and procedures.
Similarities & Differences- 2 -1/2 day trainings with home grown presenter
- LETRS:** 2 Onsite days and individual staff attending specific LETRS at Smoky Hill and or KSDE / TASN Trainings
- CGI:** -K-8 Math Staff: Send 2018-19 & 2019-20 New staff to initial training at ESSDACK or onsite with multiple districts
-All staff 1/2 day refresher with trainer
-Peer sharing and coaching on CGI
- General:** 1 day Abilene Schools Learning Conference / teachers share effective instructional strategies.
- Instructional Coaches:** 1 day - Peer coaching training / co-teaching / integration

Ensure Curricular Pathways to Success:

- Sustain and adjust:** 1/2 day K-5 & 6-12 Curriculum Team Mtg.
- New Curriculum:** 1 Day- K-5 staff adjusting Journeys ELA curriculum
1 Day District Behavior Team / Positive Action

Provide Whole-Child Supports:

- Reading:** 1/2 day K-8 Tier Curriculum / instructional review
Collaborative Planning Meetings & New Teacher Mentoring
- Math:** Collaborative Planning Meetings & New Teacher Mentoring
- Behavior:** Collaborative Planning Meetings & New Teacher Mentoring
1 day New Staff Training
- Social Emotional Learning:** 1/2 day- All staff training
- Extracurricular:** Coaches attend needed workshops

Create High-Performance School Cultures:

- Balanced Leadership for Administrative Team:** 1/2 Day admin retreat / review
- KESA-** BLT & DLT meetings / attend KSDE trainings & meet with building staff
-1 day inservice- Review results from needs assessment.
-1 day- Host OVT (year 1)
- Collaborative Teams:** 4-1/2 day collaborative team meetings / ongoing building level meetings.
- PLCs-** 1/2 day- implement PLCs with collaborative teams, BLTs & DLT

Develop Data-Driven, “High-Reliability” Systems:

- General Sustainability:** 3-5 Team members attend the MTSS symposium
3 District Integrated Team Meetings
- Assessments:** Annual Assessment Ethics & Security Training

Compliance:

- SafeSchools:** Blood Borne Pathogens, Sexual Harassment, Bullying Prevention & Reporting, Suicide Awareness and prevention, Restraint & Seclusion, Online Safety
- Other:** FERPA / HIPAA, PDC, Negotiations, Drivers Safety, First Aid,

2020–2021

Guarantee Challenging, Engaging, and Intentional Instruction:

- McRel:** *CITW*- Maintain Certified Trainers
 - 1 day overview with all new staff / building level meetings about strategies
 - 1/2 day refresher for all staff
- Evaluation-** Train all new staff on the evaluation document and procedures.
- Cooperative group learning-** 2 onsite days Jacob Engle presenter
- LETRS:** Onsite Training depends on the number of new staff. A few individual staff will attend specific LETRS at Smoky Hill and or KSDE / TASN Trainings
- General:** 1 day Abilene Schools Learning Conference / teachers share effective instructional strategies.
- Instructional Coaches:** 1 day - Peer coaching training / co-teaching / integration

Ensure Curricular Pathways to Success:

- Sustain and adjust:** 1/2 day K-5 & 6-12 Curriculum Team Mtg.
- New Curriculum:** 1 day K-12 math teachers

Provide Whole-Child Supports:

- Reading:** Collaborative Planning Meetings & New Teacher Mentoring
- Math:** Collaborative Planning Meetings & New Teacher Mentoring
- Behavior:** 1 day Inservice Behavior / PBIS / Trauma Informed Training
1 day New Staff Training
- Social Emotional Learning:** Collaborative Planning Meetings & New Teacher Mentoring
- Extracurricular:** Coaches attend needed workshops

Create High-Performance School Cultures:

- KESA-** BLT & DLT meetings / attend KSDE trainings & meet with building staff (year 2)
- Collaborative Teams:** 4 - 1/2 day collaborative team meetings / ongoing building level meetings.
- Team building:** 1/2 day at building level / team building activity
- Professional Learning:** 1/2 day all collaborative team training on PLCs

Develop Data-Driven, “High-Reliability” Systems:

- General Sustainability:** 3-5 Team members attend the MTSS symposium
3 District Integrated Team Meetings
- Assessments:** Annual Assessment Ethics & Security Training

Compliance:

- SafeSchools:** Blood Borne Pathogens, Sexual Harassment, Bullying Prevention & Reporting, Suicide Awareness and prevention, Restraint & Seclusion. General Ethics.
- Other:** FERPA / HIPAA, PDC, Negotiations, Drivers Safety, First Aid,

2021-2022

Guarantee Challenging, Engaging, and Intentional Instruction:

- McRel:** *CITW*-Maintain Certified Trainer / consider adding a certified trainer
1 day overview with all new staff / building level meetings about strategies
Evaluation- Train all new staff on the evaluation document and procedures.
- LETRS:** Onsite Training depends on the number of new staff. A few individual staff will attend specific LETRS at Smoky Hill and or KSDE / TASN Trainings
- CGI:** -K-8 Math Staff: Send 2020-21 & 2021-22 New staff to initial training at ESSDACK or onsite with multiple districts
 - All staff 1/2 day refresher with trainer
 - Peer sharing and coaching on CGI
- General:** 1 day Abilene Schools Learning Conference / teachers share effective instructional strategies.
- Instructional Coaches:** 1 day - Peer coaching training / co-teaching / integration

Ensure Curricular Pathways to Success:

- Sustain and adjust:** 1/2 day K-5 & 6-12 Curriculum Team Mtg.
- New Curriculum:** 1/2 day World Languages Mtg.

Provide Whole-Child Supports:

- Reading:** Collaborative Planning Meetings & New Teacher Mentoring
- Math:** 1/2 day K-8 Tier Curriculum / instructional review
Collaborative Planning Meetings & New Teacher Mentoring
- Behavior:** Collaborative Planning Meetings & New Teacher Mentoring
1 day New Staff Training
- Social Emotional Learning:** 1/2 day- All staff training
Collaborative Planning Meetings & New Teacher Mentoring
- Extracurricular:** Coaches attend needed workshops

Create High-Performance School Cultures:

- Balanced Leadership for Administrative Team:** 4 days on site with Brian Jordan
- KESA-** BLT & DLT meetings / attend KSDE trainings & meet with building staff
 - 1 day inservice-Review & adjust goals
 - 1 day- Host OVT (year 3)
- Collaborative Teams:** 4-1/2 day collaborative team meetings, ongoing building level meetings.
- PLCs-** Continue Implementation of PLCs.

Develop Data-Driven, “High-Reliability” Systems:

- General Sustainability:** 3-5 Team members attend the MTSS symposium
3 District Integrated Team Meetings
- Assessments:** Annual Assessment Ethics & Security Training

Compliance:

- SafeSchools:** Blood Borne Pathogens, Sexual Harassment, Bullying Prevention & Reporting, Suicide Awareness and prevention, Restraint & Seclusion, Online Safety
- Other:** FERPA / HIPAA, PDC, Negotiations, Drivers Safety, First Aid,