

2017—2018

**STAFF
DEVELOPMENT
GOALS**



Building on Success
Strategic Focus
For 2013-2018

VISION (Where we want to be)

Inspire dreams, build integrity and instill hope in our students, our staff, our families and our communities.

MISSION (What we do)

Partner with families and communities to challenge all students to achieve their greatest potential and become informed citizens.

GOAL STATEMENTS

(What do we want to accomplish)

- Prepare all learners for success in school and in life
- Raise accountability for all staff and programs
- Increase community engagement
- Commit resources to district priorities

Building on Success
Priority Initiatives

- Provide electronic devices to students and staff
- Increase Science, Technology, Engineering, Arts and Math (STEAM) opportunities at all sites.
- Examine grading practices
- Implement new teacher/principal/staff evaluation systems
- Expand school district marketing efforts
- Design and implement “What We Need” (WWN) professional development
- Undertake capital planning
- Expand student intervention programs districtwide
- Improve the safety and security of the school district
- Establish customer service standards
- Offer parents learning opportunities to better support their children’s education
- Implement comprehensive review of curriculum Pre-K-16

If you have questions, please contact:
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Goals approved by District Staff Development
Committee on ???
Approved by NBAPS School Board on ???

District Staff Development Goals

Goal 1: Continue to engage in the continuous curriculum improvement process for all subjects PK-16 in a variety of groupings throughout the 2017-2018 school year.

Goal 2: Provide and support professional development opportunities aligned to NBAPS District's Strategic Focus.

Goal 3: Implement effective classroom strategies in all subject areas in order to reduce the achievement gap in reading and math by 50% at the end of the 2017-2018 academic year (as measured by MCA data).

Goal 4: Continue the Quality Compensation (Q Comp) program during the 2017-2018 school year to support site student achievement initiatives to increase literacy and/or math scores by 2%.

Goal 5: Improve student performance through partnership with parents and community. .

Site Staff Development Goals

Early Childhood and Sunrise River

Goal #1: (Q Comp Goal) MCA reading in grades 3 and 4

The percentage of all students enrolled October 1 in grades 3 and 4 at Sunrise River Elementary School who are proficient as measured by the Reading All Accountability Tests will increase from 59.9% in spring of 2017 to at least 61.2% in spring of 2018.

Goal #2: MCA math in grades 3 and 4

The percentage of all students enrolled October 1 in grades 3 and 4 at Sunrise River Elementary School who are proficient as measured by the Math MCA will increase from 73% in spring of 2017 to at least 80% in spring of 2018.

Goal #3: Curriculum

By June 30, 2018, teacher teams will continue to meet and implement the continuous curriculum improvement process by reviewing our units of study and building performance scales to reflect learning progressions.

Goal #4: Balanced Literacy/Math Instruction

By June 30, 2018, Sunrise teachers will increase the number of strategies they use that support the Balanced Literacy Approach to core reading instruction and the [Elementary Core Values and Beliefs](#) in the area of Math.

or

Goal #4: Early Childhood Literacy

By June 30, 2018, all Early Childhood teachers will increase the number of strategies they use that support ECIP literacy standards in addition to the MRC early literacy interventions.

Goal #5: Behavior Expectations and Engagement

By June 30, 2017, staff and students will have participated in a variety of themed activities to increase feelings of belonging/demonstration of welcoming/accepting behaviors towards others.

or

Goal #5: Early Childhood-Pyramid Model Adoption

By June 30, 2018, Early Childhood staff members will increase the number of strategies used to proactively support all students to be ready to learn.

Middle School

Goal #1: (Q Comp Goal)

Middle School & Middle School Area Learning Center: The percentage of students enrolled Oct 1 in grades 4-7 (classes of 2021 through 2024) who are proficient as measured by the MCA Math All Accountability Test will increase 2% from 57.5% in the spring of 2017 to at least 59.5% in grades 5-8 in the spring of 2018 (classes 2022 through 2024).

Goal #2:

When compared to the percentage of students who are proficient as measured by Spring 2018 MCA Reading Test for the classes of 2021 through 2024 (last year's 4th, 5th, 6th and 7th grade students) with a valid spring assessment score, 2% more of the students in classes 2021 through 2024 (this year's 5th, 6th, 7th and 8th grade students) with a valid spring assessment in 2016-2017 will reach proficiency as measured by MCA Reading Test.

Goal #3:

By June 30, provide more rigorous learning activities for students by examining our complexity, autonomy, progressions of learning and learning scales.

Goal #4: Positive Behavior Interventions and Supports

By June 30th, implement PBIS in order to reduce student referrals and suspensions by 10% when compared to the 2017-2018 school year.

High School

Q Comp Goal: In the spring of 2018, the percentage of NBAHS and NBDL students in the class of 2019 who score proficient on the MCA-III All Accountability Math will increase 2% from 46.5% to 48.5% when compared with the results from spring 2017.

Goal #1: By June 30th, staff will demonstrate growth within, and understanding of, the 're-envisioned' structures and processes of our PLCs.

Goal #2: By June 30th, staff will work to apply instructional alignment of standards from curriculum to instruction.

Goal #3: By June 30th, staff will demonstrate growth in the application of technology in the classroom.