

Dr. Martin Luther King, Jr. Elementary School's

Continuous School Improvement Plan



CL16: Professional development for teachers will be determined by data (including classroom observations and review of lesson plans) that demonstrate the preparation for and application of Learning Supports.

Current Progress: Teachers are participating in professional development workshops presented by our Professional Development Cadre/PD Cadre team during designated meeting times at least once a month. The principal is using data gained from classroom observations, PD Cadre meetings, and the weekly review of teachers' lesson plans to determine additional professional development support teachers need to enhance their instruction. Grade level teams are working together to strengthen their instruction.

How it will Look when Fully Implemented: Grade level instructional teams will continue to use a three-tiered model of support to analyze data and create grade level smart goals. Smart goals will be shared, developed, and implemented across disciplines with the grade level teams. Staff will utilize the expertise of grade level colleagues or specialists as well as the Rti core team. The students will master their smart goals; progress will be reflected on grade level feedback forms. Opportunities for peer coaching and peer mentoring will be provided when possible to give teachers the opportunity to plan, collaborate, implement. Evidence will be reflected in mastery of common assessment rubrics and benchmark data.

IF05: Professional development for teachers will include self-assessment related to indicators of effective teaching and classroom management.

Current Progress: Teachers are using their informal and formal observation data and personal reflections to self assess their instruction and classroom management.

How is will Look when Fully Implemented: Our district's professional development plan will train and support teachers implementing the Danielson Framework for Learning. Which will include time to reflect, to collaborate with grade level team members, and time to plan for implementation. This would be evidenced by King School walkthrough data that supports we are using effective teaching and classroom management strategies (i.e. student engagement, supportive learning environment, higher level learning).

IF08: Professional development for the whole faculty will include assessment of strengths and areas in need of improvement from classroom observations of indicators of effective teaching.

Current Progress: All teachers in Urbana School District #116 are currently receiving professional development in the area of responsive teaching focusing on differentiated instruction to meet the needs of all students.

How it will look when Fully Implemented: Our faculty will take time to look at our school wide assessment data and choose an area in need of improvement across all grade levels and disciplines. Based on teachers' self assessments, classroom common assessments, standardized tests, writing is currently an area in which we need additional curriculum and professional development resources. Teachers will receive professional development to enhance their writing instruction.

IIB02: Unite pre-tests and post-tests will be administered to all students in the grade level and subject covered by the unit of instruction.

Current Progress: Teachers are creating pre and post tests that are directly related to their Student Growth Objectives. Teachers are also continuing to work on common assessments that they began last school year.

How it will look when Fully Implemented: All grade levels will make a commitment to analyze student work, use standards, use district curriculum guides and resources, and progress report data to create an administer pre and post tests for that unit of instruction.