

Action Plan

Strategy Number: 1

Plan Number: 5

DATE: December 15, 2010

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: The practices of effective Professional Learning Communities are systemic in GCISD.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Allocate time within the work day for a minimum of one time per week for job-embedded learning for classroom teachers.				
2	Devise a standardized PLC schedule for each school level.				
3	Define other employee groups who would benefit from a Professional Learning Community and determine the frequency for each group.				
4	GCISD will create intra-district PLC opportunities for single subject teachers (art, choir, ASL, etc.) to participate in district-level PLC's				
5	The work of each Instructional PLC will be anchored by the four critical corollary questions: What is it we expect students to learn? How will we know when students have learned it? How will we respond when students don't learn? How will we respond when students already know it?				
6	Create a district rubric for assessing Professional Learning Communities.				
7	To drive continuous improvement, analyze quantitative and qualitative data using Professional Learning Community rubrics at the team / campus / district level.				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 5
 Date: January 12, 2011

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: The practices of effective Professional Learning Communities are systemic in GCISD.

COSTS

Tangible:

No cost – Examples exist within and outside of the district where job-embedded learning can occur within the instructional day.

Total Cost: 0

Intangible:

- Change of focus for some staff
- Challenge to existing practices
- Time and talent of staff to implement PLC's with fidelity

BENEFITS

Tangible:

- Improved instruction and student achievement
- Aligned daily work with research in best practices for academic success
- Continuous improvement and accountability are measureable outcomes

Total:

Intangible:

- Teacher expertise has the potential to grow exponentially because of collaborative work
- Responses to the ever-changing needs of our student population become systemic
- Increased teacher morale and confidence
- Improved team communication

Has the action team deemed this action plan to have sufficient return on investment? Yes