

# Action Plan

Strategy Number: 1  
 Plan Number: 6  
 Date: December 13, 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: GCISD Staff will develop, reflect, and revise an individualized professional learning plan that is uniform throughout the district.  
 X-ref 3.3

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Review current GCISD staff development practices.				
2	Research districts with Individualized Professional Learning plans currently in place and determine framework and implementation practices.				
3	Create a committee in conjunction with Staff Development to include members from all areas deemed appropriate for individualized professional development plan.				
4	Determine the format, criteria, procedures and timelines for implementation in the development of the individualized plan.				
5	Design an individualized plan with an emphasis on strategic planning based on specific individual staff needs relative to populations they serve.				
6	Implement the designed individualized professional plan.				
7	Annually review, reflect and revise the process.				

**Responsible:**

# Cost Benefit Analysis

Strategy Number: 1

Plan Number: 6

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:** GCISD Staff will develop, reflect, and revise an individualized professional learning plan that is uniform throughout the district.

<b>COSTS</b>	<b>BENEFITS</b>
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>• *cost of materials (i.e. book or copies for designated parties) \$595 for books</li> <li>• *cost of Staff Development</li> <li>• -copies needed for training \$100</li> <li>• -facilities costs if necessary (catering, etc) \$150 per campus</li> <li>• *cost of training for principals \$500</li> </ul> <p><b>Total Cost:</b> \$1345</p> <p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>*change to current system</li> <li>*time to learn new system</li> <li>*possible change in workload on supervisor/ administrator</li> </ul>	<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>*lower cost for unnecessary classes</li> <li>*accountability of staff members</li> </ul> <p><b>Total:</b></p> <p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>*individualized process-more invested in staff development</li> <li>*student centered</li> <li>*staff is not wasting time and effort on irrelevant or unnecessary training</li> <li>*higher morale</li> </ul>

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