

Action Plan

Strategy Number: 1
Plan Number: 7
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 will create and provide a systematic professional development to ensure the highest success for student learning in each content area. X-ref 3.3

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Analyze current professional learning opportunities to identify the critical components that fall within the GCISD Learning Framework (Clarity, Instructional Strategies, Assessment, and Differentiation).				
2	Organize key learnings into a logical sequence that builds understanding for teachers.				
3	Principals, as a part of the appraisal process, review with each teacher the sequenced key learnings and identify the components the teacher will learn.				
4	Develop a systematic professional development plan that would define the process that teachers would follow to learn the identified key learnings, and that would include technology, implementation, and follow-up throughout the year for accountability.				
5	Evaluate the plan at least annually and revise as needed.				

Responsible:

(Shaded areas for administrative use in implementation phase)

Cost Benefit Analysis

Strategy Number: 1

Plan Number: 7

DATE: January 24, 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 will establish a systematic professional development to ensure the highest success for student learning in each content area.

COSTS

BENEFITS

<p>Tangible: Potential cost of substitute teachers if professional development plan includes sessions during the school day. \$30,000 per year</p> <p>Potential cost of registration fees for teachers to attend professional development sessions if they are included in the professional development plan. \$28,000 per year</p> <p>Potential cost of books, software, supplies, staff, consulting services, and equipment, etc. for professional development sessions. Books - \$6,000 per year Consulting - \$8,000 per year Staff - \$24,000 per year Supplies - \$4,000 per yer</p> <p>Total Costs: \$100,000 per year</p> <p>Intangible:</p> <p>Time needed for action steps may take away from other duties.</p> <p>Time teachers may be out of classroom for professional development sessions or follow-up.</p> <p>Teacher anxiety caused by paradigm shift in implementing new ideas, abandoning old ideas and methods, or changing the way that their professional development is planned.</p> <p>Stress of accountability for teachers.</p> <p>Possible additional time for principals to review key learnings with teachers and identify the components teachers need to learn.</p>	<p>Tangible:</p> <p>Shift from teaching platform to learning platform in classrooms.</p> <p>Evidence in classrooms of use of differentiated instruction, flexible grouping, high-level thinking, and student engagement.</p> <p>Teachers' role changing from presenter to facilitator.</p> <p>Growth in student achievement.</p> <p>Intangible:</p> <p>Ability to know where all students are in their learning.</p> <p>Teachers having a greater sense of accomplishment and making a difference with students.</p> <p>Greater sense of accomplishment by students.</p> <p>Teachers having a better idea of what they have learned and what they need to learn.</p> <p>Teachers having a better understanding of their path of learning.</p>
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Has the action team deemed this action plan to have sufficient return on investment? Y / N