

SCHOOL DISTRICT OF NEW LONDON
Monitoring Report to the Board of Education

Program Title: Build Staff Capacity	Schools Affected: All Schools # Of Students Affected: All Students	Timeframe: 2010-11
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Mission Target(s):
 Everyone who works in the School District of New London has an important part to play in creating an environment that ensures *Success For All Students*. The District is committed to the growth and development of all staff and offers a range of training and professional development opportunities to assist employees in learning new job skills, improving work performance, and supporting student achievement.

Program Goal(s):
 Support the efforts to increase individual and collective skills and competencies of those employed by the district in targeted areas through ongoing and personalized staff development and leadership opportunities with the goal of helping each child reach his/her maximum potential.

- a. Continue to assess the skill set of ALL staff, including current status and necessary future skills.
- b. Determine opportunities for skill development in targeted areas.
- c. Align staff skill set to research-based instructional strategies that work.
- d. Continue to identify and develop technology proficiencies.
- e. Recognize and retain quality employees by building on their strengths and providing them with growth opportunities that are linked to these adopted Board goals.
- f. Actively engage in collaborative efforts with other professionals internal and external to the district to leverage learning and maximize resources.

Goal Rationale:
 Professional learning aligned with district goals is the most accessible means we have to develop the knowledge, skills, and practices necessary to better meet students' learning needs. Increasing the effectiveness of training and professional learning opportunities provides the leverage point with the greatest potential for strengthening and refining day-to-day performance in a way that positively impacts student achievement.

Personnel Allocated to Goal Achievement:
 The Administrative Team, Mission Leadership Team, and Building Leadership Teams collectively work to implement a professional development plan that addresses organizational need.

Budget Allocation to Goal Achievement:
 A percentage of Title I, Title IIA, Title III, Kern Family Foundation, Perkins and other grants are allocated to the achievement of this goal in tandem with district dollars from the general fund.

Highlights/Accomplishments:
 *Surveyed certified staff at the start and end of the school year in an effort to gauge needs related to building capacity

- *Completed our work with Jane Pollock to include the implementation of the GANAG (Goal, Activate Prior Knowledge, New Information, Application, Generalization) instructional framework and high yield strategies
- *Developed a common model of observation that monitors student feedback and is connected to the GANAG framework and high yield strategies
- *Increased quantity and quality of administrative walkthroughs in an effort to support and monitor strategies that engage learners
- *Implemented an evaluation model for non-probationary certified staff that more closely mirrors instructional expectations
- *Completed evaluations for all certified staff and will continue on an annual basis as evaluations parallel professional goals
- *Mastery of Level I Technology Proficiencies by all certified staff, and the Technology Committee has started researching additional Levels
- *Embraced a 'train-the-trainer' model of professional development to provide in-house training to include several successful New London Academy offerings, Mentoring Seminars, and Math Expressions sessions
- *Worked with Math Coach and Data Coach to ensure understanding of core content and to use data to drive instructional decisions
- *Awarded grants that allowed focused training opportunities to include participation in the UW-Oshkosh Math Partnership and Project Lead the Way
- *Refined the schedule to include 'Teacher Inservice' Days during the school year that allow a four-hour block for professional development which provides the opportunity to increase the effectiveness of training and collaboration
- *Improved hiring practices for certified and support staff to ensure candidates selected are 'best qualified' and provide the 'best fit' for the position posted. Improvements include: careful pre-screening, competency identification and assessment, objective reference checks, clear employment expectations

Concerns:

- *Future funding for professional development opportunities
- *Time to ensure adequate planning, implementation, and availability of quality professional development for all staff
- *Find ways that allow and encourage everyone to build capacity despite limited compensation for lane advancement
- *Continue efforts to assess the skill set of support staff and provide opportunities for development

Suggested Next Steps:

- Work with Mission Leadership Team to review district-wide professional development needs related to district and school goals
- Review schedules to identify opportunities for consistent collaboration
- Continue to use survey data from Mission Leadership Team to plan effective professional development opportunities during 'Teacher Inservice' days
- Encourage professional growth in a manner other than a collection of credits
- Research and promote alternatives to traditional professional development opportunities such as active learning processes which include: discussion, writing, demonstrations, inquiry, reflection, coaching, modeling, and problem solving

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