

District Staff Development Goals

District: 0116-01 PILLAGER PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Improve math and reading scores over the next two years.
Content Area:	Reading
District Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	Continue to provide staff development opportunities throughout the year during inservice and non-teaching times.
Activities and Strategies:	Inservice schedules had time for monitoring and review of all current curriculums.
<p>Designs and Structures:</p> <p>High Quality Components:</p> <p>High Quality Staff Development Activities:</p>	<p>Professional Learning Communities</p> <p>Examine Data - Student and Staff</p> <p>Examine/Analyze Student Work</p> <p>Participate in ongoing training</p> <p>Coach/Mentor/Induction Program</p> <p>Design and Evaluate Assessment</p> <p>Improved teachers' and principals' knowledge and skills to help students meet challenging state academic standards.</p> <p>Improved teachers' classroom-management skills.</p> <p>Provide technology training to improve teaching and learning.</p> <p>Included the use of data and assessments to inform classroom practice.</p> <p>An integral part of school board, district-wide and school-wide educational improvement plans.</p> <p>Sustained, intensive, and classroom focused; they were not one-day or short-term workshops.</p>
Findings:	Scores on MCA tests have improved schoolwide with a few gaps to address.
Impact on Student Learning:	Students have had more opportunities to get quality instruction because of the training teachers are receiving in their specific content area as well as classroom management skills.
Impact on Teacher Learning:	Teachers morale continues to rise because of the support they are receiving and the results they are seeing.
Continue next year?	

District Staff Development Goals

District: 0116-01 PILLAGER PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Decrease number of special education referrals in the district through the RTI program.
Content Area:	Other: all areas
District Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	Train staff members in the RTI model and provide opportunities for staff to meet to implement their training model. Additional support staff is to be added.
Activities and Strategies:	Staff travelled to sites throughout the state to become better trained in the RTI model.
<p>Designs and Structures:</p> <p>High Quality Components:</p> <p>High Quality Staff Development Activities:</p>	<p>Professional Learning Communities</p> <p>Examine Data - Student and Staff</p> <p>Examine/Analyze Student Work</p> <p>Work in Study Groups</p> <p>Participate in ongoing training</p> <p>Coach/Mentor/Induction Program</p> <p>Attend Workshop/Conference</p> <p>Team Meetings with Instructional Focus</p> <p>Lesson Study</p> <p>Train the Trainer</p> <p>Design and Evaluate Assessment</p> <p>Improved teachers' classroom-management skills.</p> <p>Increased teacher knowledge and skill in providing appropriate curriculum, instruction, assessment, and services for LEP children.</p> <p>Provide instruction in methods of teaching children with special needs.</p> <p>Included the use of data and assessments to inform classroom practice.</p> <p>An integral part of school board, district-wide and school-wide educational improvement plans.</p> <p>Sustained, intensive, and classroom focused; they were not one-day or short-term workshops.</p> <p>Evaluated regularly to improve the quality of future professional development.</p>
Findings:	There are less student referrals to the Child Study Team for special education assessments.
Impact on Student Learning:	Students are learning more at an earlier age and all kindergarten students were reading at the end of the school year.
Impact on Teacher Learning:	Teachers are being trained in responsive interventions and are better able to assess student's needs and adjust their teaching to meet the kid's needs. Teachers are more excited due to the impact they can see they are making on the kids through their advanced training and learning.
Continue next year?	Y

School Staff Development Goals

District: 0116-01 PILLAGER PUBLIC SCHOOL DISTRICT

School: 010 PILLAGER ELEMENTARY

School Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Improve MCA scores and have less special education referrals for assessments.
Related District Staff Development Goal:	Train staff members in the RTI model and provide opportunities for staff to meet to implement their training model. Additional support staff is to be added.
Content Area:	Reading
School Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	Meetings weekly with the RTI team and training by experts at least twice a year.
Activities and Strategies:	Team collaboration at meetings led by administrator.
<p>Designs and Structures:</p> <p>High Quality Components:</p> <p>High Quality Staff Development Activities:</p>	<p>Professional Learning Communities</p> <p>Examine Data - Student and Staff</p> <p>Examine/Analyze Student Work</p> <p>Participate in ongoing training</p> <p>Conduct Action Research</p> <p>Instructional Strategy Modeling</p> <p>Practice with Reflection</p> <p>Develop Curriculum</p> <p>Coach/Mentor/Induction Program</p> <p>Attend Workshop/Conference</p> <p>Team Meetings with Instructional Focus</p> <p>Lesson Study</p> <p>Train the Trainer</p> <p>Improved and increased teachers' knowledge of academic subjects and enabled teachers to become highly qualified.</p> <p>Improved teachers' classroom-management skills.</p> <p>Advanced teacher understanding of effective instruction strategies using scientifically based research.</p> <p>Increased teacher knowledge and skill in providing appropriate curriculum, instruction, assessment, and services for LEP children.</p> <p>Provide instruction in methods of teaching children with special needs.</p> <p>Included the use of data and assessments to inform classroom practice.</p> <p>Helped all school personnel work effectively with parents.</p> <p>Sustained, intensive, and classroom focused; they were not one-day or short-term workshops.</p> <p>Evaluated regularly to improve the quality of future professional development.</p>
Findings:	Referrals for special education referrals were down and all kindergarten students were reading at the end of the 2007-08 school year.
Impact on Student Learning:	Students were better readers and more advanced in their language usage skills.
Impact on Teacher Learning:	Teachers continued to receive more training. They were excited about teaching and learning as more kids were successful.
Continue next year?	Y

School Staff Development Goals

District: 0116-01 PILLAGER PUBLIC SCHOOL DISTRICT

School: 020 PILLAGER SECONDARY

School Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Improve math and reading test scores through staff development training.
Related District Staff Development Goal:	Continue to provide staff development opportunities throughout the year during inservice and non-teaching times.
Content Area:	Math
School Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	Provide training for all math and language arts teachers on an on-going basis to help improve success.
Activities and Strategies:	provide time and training at each of the eight inservice days at school. Training is done by staff at Pillager as well as outside facilitators.
<p>Designs and Structures:</p> <p>High Quality Components:</p> <p>High Quality Staff Development Activities:</p>	<p>Examine Data - Student and Staff</p> <p>Examine/Analyze Student Work</p> <p>Participate in ongoing training</p> <p>Develop Curriculum</p> <p>Coach/Mentor/Induction Program</p> <p>Content Coaching/Instructional Coaching</p> <p>Team Meetings with Instructional Focus</p> <p>Train the Trainer</p> <p>Design and Evaluate Assessment</p> <p>Improved and increased teachers' knowledge of academic subjects and enabled teachers to become highly qualified.</p> <p>Improved teachers' classroom-management skills.</p> <p>Increased teacher knowledge and skill in providing appropriate curriculum, instruction, assessment, and services for LEP children.</p> <p>Provide technology training to improve teaching and learning.</p> <p>Provide training that will help teachers ensure all students are technologically literate by the end of the eighth grade.</p> <p>Provide instruction in methods of teaching children with special needs.</p> <p>Sustained, intensive, and classroom focused; they were not one-day or short-term workshops.</p> <p>Evaluated regularly to improve the quality of future professional development.</p>
Findings:	Scores have increased and school met all AYP requirements except for the free and reduced cell.
Impact on Student Learning:	Students experienced more successes through improved performances.
Impact on Teacher Learning:	Staff continues to receive training in these core areas as well as areas that supplement their teaching. Examples may include but aren't limited to: classroom management, brain research, curriculum development,
Continue next year?	Y