



Q1 Staff Professional Development Plan (2023-2024)

At UAI we believe that everyone is responsible for student learning both inside and outside of our individual classrooms. This professional development plan will strengthen our instructional capacity, build collaboration between teachers, and ensure that our classrooms reflect UAI's values of rigor, equity, power, and joy. These PD activities occur during the school day: Monday PD time, professional periods, etc.

Goals:

- ☐ Supporting ENL/SPED students to meet or exceed grade level benchmarks (75+)
- ☐ Progress Monitoring and Interventions for all students not meeting benchmarks (below 75)
 - ☐ Analyzing and Interpreting benchmark data
- ☐ Developing philosophical and pedagogical alignment with school mission and values
 - ☐ Values: Joy, Rigor, Equity, Power
 - ☐ Tools: Restorative Justice, Competency based grading, Social Emotional Learning, Community Responsibility

DATES(S)	ACTIVITY	DESCRIPTION
September 5-6	Opening PD Days	● Circles ● Grading Policy ○ 50-100 grading scale ■ Rick Wormeli Videos ○ 70% Performance / 30% Progress ○ Competency Based Grading ■ Name standards to be assessed on Summative Assessment ■ Align Progress Tasks to named standards ● Be sure that progress tasks (homework, classwork, etc.) align to summative tasks - i.e. that by engaging with and completing the progress tasks - students will be prepared to succeed on the summative tasks. ■ Develop a system of giving feedback on Progress to improve ○ Student conference protocol ■ Academic Conference

		■ Behavior Conference ● Teacher Responsibilities ○ Restorative Justice ○ Community Expectations ○ Grading ● SyncGrades 101
<i>September 11</i>	Protocol Review & Work Time	● Review emergency protocols & drills ● Plan for upcoming unit
<i>September 18</i>	Curriculum Night Planning	● Create & share course syllabi ● Create list of resources for families to support course learning at home
<i>October 2</i>	Map Data Analysis	● How do you read “The MAP”? ● What does it tell us about student proficiency? ● What are your personal strategies & goals for MP1 to support kids identified in MAP Analysis in need of support?
<i>October 16</i>	Student Support Team	● Review CLASS rubrics and self-assess ● Strengths? Areas of growth? ● Choose a domain to focus on for the upcoming week and plan how you will do this
<i>October 23</i>	Equity Team & Circles	● Build community among staff and understanding & appreciation for differing cultures and identities
<i>October 30</i>	Work Time & Reflection	● How are you progressing towards your personal goals you set in your IPCs? ● What have you learned from your CLASS & Danielson Feedback thus far? ● What will be your focus for professional growth for MP2?
<i>November 6</i>	MP 1 Exam Grading	● Regents-style grading of Course MP1 Summative Assessments
<i>November 7</i>	Election Day PD	● Circles ● Analyze MP1 Course Summative Assessment Data ○ Reflect on and adjust IPC Goals addressing student failure ● Upcoming unit planning ● TBD

Weekly Professional Development (during regular school day)

- **Team Curriculum Meetings with ILT Lead**

- Lesson Rehearsals/Planning & Student work Analysis
 - Week 1: Choose high leverage lesson for upcoming week
 - ILT initiates the selection of high leverage lesson
 - Evaluate for student-thinking and SWD/ELL needs
 - Week 2: Analyze student work (various levels) using Atlas Protocol
 - How many kids completed the task? Why did this happen?
 - Make sure to include avoidant kids in convos
 - Bring student work from at least 3 diff populations (ENL/SWD/black/etc)
 - Repeat cycle

- **CLASS Mentoring with ILT Lead**

- Structure:
 - Day 1: Teacher videos a 30 minute segment of their class and uploads to Teachstone
 - Day 2-3: ILT lead analyzes video and chooses 3 segments with rubric-aligned reflection questions for teacher
 - Day 4: Teacher watches clips and responds to video segments individually
 - Day 5: Teacher and ILT lead conference and create next steps
 - Day 6-10: Teacher practices co-created next steps and ILT lead supports as needed
- Repeat cycle every 2 weeks

If you want CLASS mentoring, email Kiri to be assigned a coach (might not be UAI staff!)