

**Brooke Mattapan Professional Development Plan****Goals:****1. All classroom will cultures will be strong, allowing scholars to reach their maximum potential.**

- Teacher Standard Connection
  - Clearly communicates and consistently enforces high standards for student behavior. Commands respect and refuses to tolerate disruption. (Goal: 3.0 – was 2.0)
  - Teaches effective routines and maintains them all year. (Goal: 3.0 – was 2.0).
- How we will meet this goal.
  - ❖ Frequent, short observations on authority, clarity and consistency (August-Mid October).
  - ❖ Daily videos highlighting aspects of strong classroom culture.
  - ❖ Purposeful peer observation pairings.
  - ❖ Internal culture rounds.

**2. Develop strong content knowledge for all teachers, with a specific focus on writing and science.**

- Teaching Standard Connection
  - Demonstrates deep understanding of content and its place in the curriculum and awareness of curricular consistency (Goal: 2.5 – was 1.9).
- How we will meet this goal.
  - ❖ Dedicated PD time throughout the entire year.
  - ❖ Lesson Study focus in trimesters 2 and 3.
  - ❖ Purposeful observation partner pairings.
  - ❖ Instructional Rounds
  - ❖ Bi-Monthly planning meetings
  - ❖ Monthly staff book club meetings on readings tied to science and writing

**3. Improve differentiation planning and delivery.**

- Teaching Standard Connection
  - Scaffolds instruction and provide additional student attention to ensure the material is accessible and sufficiently challenging to all students (Goal: 3.0 – was 2.5).
  - Communicates that effort, not innate ability, is central to achievement.
- How we will meet this goal.
  - ❖ Dedicated PD time throughout the year.
  - ❖ Data Meetings and Data Tracking
  - ❖ Individual Observations

The Plan		
Wednesdays		Individual PD
1:00-1:45	<b>Curriculum Planning and Instructional Delivery</b> Note: Content based book clubs will be at held this time every 4 <sup>th</sup> week. Led by teachers who are selected by us. Topic choice will be informed by data meeting takeaways.	
	<b>Science</b> (k-2, 3-5 science, 6-8 math/sci) Teachers will analyze units and lessons using Elements of Effective Science Instruction.	<b>Writing Content Groups</b> (3-5, 6-8 ELA) Teachers will analyze units and lessons using Elements of Effective Writing Instruction.
1:50-2:45	<b>Co-planning</b>	
2:50- 3:30	<b>Differentiation</b> Teams will discuss procedures for ensuring independence and accountability during independent work time, systems for data collection and analysis, and efficiency and effectiveness of individual and small group conferences.	
3:35 – 4:00	<b>School Culture</b> Teachers who excel in the areas of co-planning, culture and achievement will lead “how-to” sessions. These teachers will respond to questions that get at the “how” behind what they are doing in their classrooms. Teachers will then get time to plan to integrate these best practices into their own practice.	
4:00-4:30	<b>Mentor Meeting</b>	

In 1:1 observations, teachers will receive feedback on progress related to all three school-wide goals, in addition to individual professional goals.

**Additional PD**

- Peer observation partners.
- Data meetings will happen weekly and when there is no data, we will focus on how they are using data to guide conferences OR we will plan lessons, look at units or discuss challenging content.
- All teachers will have a professional growth goal that we will discuss in each post-observation meeting. We will also discuss other issues with instruction, but we will make sure to talk about the professional growth goal each time, too.
- At least twice a month, we will observe a team doing the same co-planned lesson and then do group feedback on the content. We will debrief these lessons during weekly the grade level’s weekly meeting time.
- There will be weekly internal rounds to gauge trends in culture and instruction. Inter-school rounds will occur once every 3 weeks.
- Weekly Mentor PD.
- Weekly AT PD.
- **Trimester 2 and 3:** Substitute lesson study during curriculum planning sessions.

2014-2015