



**Continuous Improvement Expenditure Plan
2015-2016
PROFESSIONAL DEVELOPMENT PLAN**

School: Bancroft

Principal(s): Kimberly A. Dalton

Submit Date: January 11, 2016

Status: Approved

Professional Development Focus Area(s):

1. CCSS Implementation in ELA, Math and literacy classrooms through peer collaboration, development of common assessments, common scoring, development of student digital literacy, and training with colleagues in the school and district.
2. Professional development around the focus understandings: rigorous Common Core Standards based lessons, collaborative discussion strategies, strategies for complex text, and the gathering and use of formative assessment data.
3. Professional development in the areas of developing a positive school climate and how to effectively engage all students.

Expected Outcome:

Teachers will grow professionally as educators through collaboration and training (i.e. creating common assignments and assessments, scoring student work, learning new technological skills, visiting other sites to observe best practices, taking part in a professional book club, and participating in workshops).

Scope and Sequence

| Ln | Dates | Description | Priority Area(s) |
|-----------|--------------|--------------------|-------------------------|
|-----------|--------------|--------------------|-------------------------|



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Scope and Sequence

| Ln | Dates | Description | Priority Area(s) |
|----|--------------------------|---|---|
| 1 | 09/01/2015 06/15/2016 | Collaborative release days for teacher planning, creation of common tests and quizzes, creation of literacy lessons, score writing and assessments, differentiate curriculum, develop interventions for struggling learners, or visit other sites to see best practices. Teachers with common courses and curriculum will arrange release time together. Teachers may use this time to plan for cross-curricular lessons and projects with other departments. Release time may be used in 1/2 or full day increments. (ELA and Math teachers will have a total of 8 release days. All others will have 4) | CCSS Student Achievement Student Engagement |

Person(s) Responsible: Principal, Department Heads

Frequency: Quarterly

Identified Need: Teachers need time to collaborate to develop social capital.

Target Group: All teachers.

Monitoring: Agenda and minutes will be submitted for each release day.

Personnel Summary: Substitute teacher full day (48) for 4 days - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|--------|--------------------|-----------------|----------------|
| Certificated | 27,832 | 3,947 | 0 | 31,779 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| Total | | | | 31,779 |

SSC Approve Date: 03/12/2015



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| Ln | Dates | Description | Priority Area(s) |
|----|--------------------------|--|---|
| 2 | 09/01/2015 06/15/2016 | Various teachers or teams of teachers will present on a variety of professional development topics on Tuesday mornings from 7:45-8:45 a.m. 10 Tuesdays will be scheduled throughout the year. Planning is for an average of 2 presenters (presenter rate) and 15 participants (stipend rate) per session. Topics may include differentiation strategies, literacy strategies, interventions for struggling learners, use of technology in the classroom, and other topics. Budget Plan: Presenter Hours (20 hrs. @ \$60 = \$1200). Participant Hours (150 hrs. @ \$5400) | Student Achievement Student Engagement Other Student Outcomes |

Person(s) Responsible: Intervention Coordinator will schedule
Principal approval

Frequency: Monthly

Identified Need: Teachers need professional development to grow as educators.

Target Group: All teachers

Monitoring: Sign-in Sheets, presenter hand-outs, feedback

Personnel Summary: Teacher Hourly PD Stipend (15) for 10 hours annually - LCFF 100%
Teacher Hourly Extra Comp (10) for 2 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 5,897 | 836 | 0 | 6,733 |
| Classified | 0 | 0 | 0 | 0 |
| MtlS/Srvc | 0 | | | 0 |
| | | | Total | 6,733 |

SSC Approve Date: 03/12/2015



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| 3 | 09/01/2015 06/15/2016 | Teachers will take part in middle school CIV walk-throughs. Teachers will be released to participate in each of the Bancroft cohort middle school walk-throughs as part of the middle school office protocol. 4 teachers will take part in the walk-throughs in the fall and spring semesters. Teachers will gather evidence on the 4 focus areas of understanding and share with Bancroft staff. | Student Achievement Student Engagement |

Person(s) Responsible: Principal

Frequency: Semester

Identified Need: Teachers need the opportunity to observe and examine best practices at other sites.

Target Group: Teachers

Monitoring: Agenda's/minutes of department and faculty meetings.

Personnel Summary: Substitute teacher half day (32) for 1 days - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 2,551 | 362 | 0 | 2,913 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| Total | | | | 2,913 |

SSC Approve Date: 03/12/2015



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|----|--------------------------|---|---|
| 4 | 09/01/2015 06/15/2016 | Book Club--Interested teachers and other school personnel will read and discuss a variety of books with a focus on education, working with students, working with parents, leadership, etc. The club members will determine the book selection. | Student Achievement Other Student Outcomes |

Person(s) Responsible: Principal, Club Leader

Frequency: Quarterly

Identified Need: Teachers need an opportunity to gather information from researchers and collaborate with other educators on how to infuse new learning into the school culture.

Target Group: Teachers and school personnel

Monitoring: Calendering book club meetings, sign-in sheets, sharing with other staff at faculty meeting or through book highlight memo's sent to staff.

Personnel Summary:

Matl/Srvc Summary: Materials - LCFF 100%

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 0 | 0 | 0 | 0 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 1,000 | | | 1,000 |
| Total | | | | 1,000 |

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|----|--------------------------|--|---|
| 5 | 09/01/2015 06/15/2016 | The ILT and STEP teams will work towards an established school goal. The teams will meet twice a month,(once during a half-day release planning day, and once for an hour after school) to look at and analyze data, plan next steps, and work towards continuous improvement. | CCSS Student Achievement Student Engagement |

Person(s) Responsible: Principal, Teacher Leaders

Frequency: Monthly

Identified Need: Staff needs time to collaborat, plan, and implement new strategies to meet schoolwide goals.

Target Group: ILT team members and up to 9 teachers interested in taking part in STEP

Monitoring: Agenda, Minutes, Data

Personnel Summary: Substitute teacher half day (12) for 10 days - LCFF 100%
Teacher Hourly Extra Comp (12) for 10 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|--------|--------------------|-----------------|----------------|
| Certificated | 16,525 | 2,343 | 0 | 18,868 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| Total | | | | 18,868 |

SSC Approve Date: 03/26/2016



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| Ln | Dates | Description | Priority Area(s) |
|----|--------------------------|--|---------------------|
| 6 | 10/16/2015 06/15/2016 | The Bancroft STEP (Supporting Teacher Effectiveness Project) Facilitator will have 4 release days, taken in full or 1/2 day increments, to plan for STEP meetings and prepare materials for meetings and trainings related to the schoolwide focus on collaborative conversations. | Student Achievement |

Person(s) Responsible: Bancroft STEP Facilitator

Frequency: Monthly

Identified Need: Time is needed to preparation and planning for STEP meetings and planning for staff meeting presentations.

Target Group: STEP teachers and Bancroft Faculty

Monitoring: Secretary
Principal

Personnel Summary: Substitute teacher full day (1) for 4 days - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 580 | 82 | 0 | 662 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 662 |

SSC Approve Date: 10/16/2015



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|----|--------------------------|---|------------------------------|
| 7 | 12/10/2015 12/10/2015 | Funding for 8 teacher substitutes to provide a release day to visit Ville Fundamental School in Santa Ana, CA. Teachers will visit classrooms, talk with teachers and students, and learn more about the use of Chromebooks in the classroom. Teachers will then share their knowledge and help train the Bancroft staff on the use of Chromebooks. | Access to a Broad Curriculum |

Person(s) Responsible: Principal

Frequency: Semester

Identified Need: Training is needed to implement the use of the Chromebook carts effectively.

Target Group: Identified teachers

Monitoring: Principal

Personnel Summary: Substitute teacher full day (8) for 1 days - Ed Eff 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 1,160 | 164 | 0 | 1,324 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 1,324 |

SSC Approve Date: SSC Approval not needed with funding used



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| 8 | 01/08/2016 03/02/2016 | Presenter planning time in preparation to train two teachers on the Learning Together Program (1/2 day planning x2). This program will be used as an after school literacy intervention for EL and recently FEP'd Students. The 3 teachers (presenter and 2 attendees) will then have 1 full day release for the training. | Student Achievement |

Person(s) Responsible: ELA Teacher

Frequency: Weekly

Identified Need: EL students need additional practice with literacy to become proficient in English.

Target Group: Identified EL Students and recently FEP'd students who may need additional English practice.

Monitoring: Sign in sheets
Lesson Plans
Pre- Post- data

Personnel Summary: Substitute teacher half day (1) for 2 days - Ed Eff 100%
Substitute teacher full day (3) for 1 days - Ed Eff 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 594 | 85 | 0 | 679 |
| Classified | 0 | 0 | 0 | 0 |
| MtlS/Srvc | 0 | | | 0 |
| | | | Total | 679 |

SSC Approve Date: SSC Approval not needed with funding used