



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

School: CAMS

Principal(s): Christopher S. Brown

Submit Date: November 30, 2015

Status: Approved

Professional Development Focus Area(s):

For the 2015-2016 school year, CAMS will continue to focus on implementing the four LBUSD understandings, with specific focus on collaborative conversations and formative assessment. All CAMS staff will routinely analyze data to create school wide, department, and grade level team goals and to design appropriate professional development for making progress towards those goals. In addition, the ILT will work to align school wide PD with the needs identified in the 2015 WASC accreditation visit and subsequent action plan.

Expected Outcome:

CAMS classes will see an increase in the quality and fidelity of collaborative conversations between students as a method for dealing with complex text and content. Furthermore, CAMS staff will become adept at using a multitude of formative assessment strategies in their classrooms in order to effectively monitor student progress and adjust as needed to meet desired learning outcomes.

Scope and Sequence

Ln	Dates	Description	Priority Area(s)
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Ln	Dates	Description	Priority Area(s)
1	09/01/2015 06/08/2016	Staff Walkthroughs: Each CAMS Teacher will be released via sub for 4 half days throughout the school year. Two of the days will occur in the fall semester and two in the spring semester. Teachers will utilize this release time in groups of 3-4 to walk through classrooms and gather data on the implementation of the ongoing professional development. Teachers will utilize a rubric around the LBUSD understandings to gather data and guide small group debriefing sessions.	CCSS Student Achievement Student Engagement

Person(s) Responsible: Principal and the Instructional Leadership Team

Frequency: Monthly

Identified Need: Staff and CIV walkthroughs during the 2014-2015 school year revealed a need for additional support around understandings 3 and 4. The ILT met in June and created a Professional Development plan focused on collaborative conversations and formative assessment as well as some site specific needs.

Target Group: All staff

Monitoring: Each walkthrough session will feature a reflection meeting and data will. The collected feedback will be shared site wide through the faculty meetings, and the Instructional Leadership Team as well as grade level and department meetings. Cumulative data will be reported to SSC on a montly basis.

Personnel Summary: Substitute teacher full day (24) for 2 days - SCE 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 03/18/2015				
Certificated	6,958	987	0	7,945
Classified	0	0	0	0
MtIs/Srvc	0			0
			Total	7,945



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2	09/01/2015 12/18/2015	IDP Redevelopment Time: Grade level teams of teachers will be released via sub for one day in the Fall semester to re-develop their interdisciplinary project (IDP's). CAMS is working with an industry and higher-education advisory board to help provide input for our WBL opportunities, including the IDPs, and teachers require adequate time to update the IDP based on this input and the meet the changing needs of all postsecondary options.	CCSS Student Achievement

Person(s) Responsible: Grade Level Teacher Teams

Frequency: Monthly

Identified Need: The CAMS industry advisory board provided input to refresh the IDPs at their may 2015 meeting. Additionally, the results from the OPTIC tool indicated a need to update the IDP's for the 2015-2016 school year.

Target Group: All students

Monitoring: The new IDP plans will be shared with the SSC in November and the results of the projects will be on display in May and June.

Personnel Summary: Substitute teacher full day (20) for 1 days - SCE 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
Certificated	2,899	411	0	3,310
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	3,310

SSC Approve Date: 05/18/2015



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3	09/01/2015 12/18/2015	Common Rubric Creation: Teacher teams from each department will be released via sub for one day in the Fall semester to work together on designing common rubrics for implementation during the Spring semester. This is directly aligned with the CAMS shift in pedagogy for implementing the CCSS.	CCSS Student Achievement Other Student Outcomes

Person(s) Responsible: Departments

Frequency: Monthly

Identified Need: Common rubrics and expectations for performances such as essays, presentations, or lab reports allows teachers to create a systematic scaffolding of skills from 9th through 12th grade. This creates a consistency of feedback that allows students access to more rigorous coursework while providing sup

Target Group: All Students

Monitoring: Created rubrics will be shared with the SSC at the December meeting. Teachers will share their lessons around their rubrics in department meetings and will request administrator walkthroughs when implementing these rubrics.

Personnel Summary: Substitute teacher full day (24) for 1 days - SCE 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 05/18/2015				
Certificated	3,479	493	0	3,972
Classified	0	0	0	0
MtlS/Srvc	0			0
			Total	3,972



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4	09/09/2015 06/08/2016	Teacher Technology Training: A 4 hour series of trainings will be provided to help teachers become more familiar with the technology available to them on campus. Topics will include: Communication via School Loop, Teacher and Student Collaboration via Google Docs, Advanced School Loop Techniques, Utilizing Google Apps.	Parent Involvement Student Engagement

Person(s) Responsible: Principal and Teacher Trainer

Frequency: Quarterly

Identified Need: Teachers and parents have expressed a need for a more full utilization of technology to enhance communication and collaboration. The CORE survey data indicated that communication between teachers and families was an area for growth.

Target Group: All teachers

Monitoring: Teacher feedback of trainings will be shared with the SSC and the 2015-2016 CORE survey data will be analyzed to examine impact of the training.

Personnel Summary: Teacher Hourly Extra Comp (1) for 12 hours annually - LCFF 100%
Teacher Hourly PD Stipend (24) for 4 hours annually - LCFF 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 05/18/2015				
Certificated	3,728	529	0	4,257
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	4,257



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5	12/01/2015 06/10/2016	The effective educator budget is intended to support teachers in their professional growth and their implementation of the California State Standards (formerly CCSS). CAMS proposes to use this budget to fund half day substitute teachers in order to release teachers to participate in the Collaborative Inquiry Visits (CIV) at other high schools. Teachers will attend the Millikan, Jordan, and Lakewood CIV's in the Fall Semester, and the McBride, SATO, Lakewood, and Poly CIV's in the Spring Semester. Changes to visited sites could be made depending on dates and teacher availability.	Student Achievement Student Engagement Other Student Outcomes

Person(s) Responsible: Principal

Frequency: Semester

Identified Need: CAMS Teachers have asked to see examples of the work being done around the LBUSD understandings at other sites. As a small site, CAMS teachers do not have colleagues that they share content and can discuss best practices with. They can benefit by observing other classrooms in a structured method.

Target Group: All CAMS Teachers

Monitoring: Teachers will share their CIV process as they participate in the CAMS peer walkthroughs. Highlights of the visits will be shared with the Site Council.

Personnel Summary: Substitute teacher half day (22) for 1 days - Ed Eff 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
Certificated	1,754	249	0	2,003
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	2,003

SSC Approve Date: SSC Approval not needed with funding used