



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

School: Cubberley

Principal(s): Terri G. Jarels

Submit Date: February 4, 2016

Status: Submitted

Professional Development Focus Area(s):

The work of the ILT continues, with Cubberley's focus on U-3, collaborative conversations: how to best manage them, utilize complex text, and use formative assessment as the basis for monitoring and adjusting instruction. Time is needed to dig deeper into the CCSS, and to utilize the interim assessments in preparing for SBAC testing. Teachers are also working across grade levels as they become confident in using the Achievement Reports.

Expected Outcome:

Teachers will work together to build capacity and confidence. The ILT will continue to Plan, Do, Study and Act. Professional development will be based on teachers' expressed desires and areas of interest. A continuous improvement cycle will be grounded in agreed upon protocols, such as looking at student work, and the promising practice of risk taking and reflecting.

Scope and Sequence

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



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|----|--------------------------|---|-----------------------------|
| 1 | 08/01/2015 06/15/2016 | Teachers meeting as grade level teams, two full days per year (may be divided over the trimesters into half days) | CCSS Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: Principal, ILT members

Frequency: Trimester

Identified Need: Teachers need time to plan in their grade levels

Target Group: Elementary teachers, gen ed, rsp, and SDC

Monitoring: Principal, ILT

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

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 6,958 | 987 | 0 | 7,945 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 7,945 |

SSC Approve Date: 03/23/2015



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|----|--------------------------|---|------------------------|
| 2 | 08/01/2015 09/10/2016 | Prior to the school year beginning, the eight members of the ILT will meet to plan the year's professional development. Many will have attended summer training from the Curriculum Leaders, and the principal will have participated in the Summer Institute. Together this representative group can plan the PD that will be provided, continue with the PDSA and other protocols, focus on the 4U's and the Common Core Standards and SBAC. Estimate eight teachers each earning three hours (24 hours) at an approximate rate of 65.00 plus benefits. | CCSS School Climate |

Line Status: This line is approved.

Person(s) Responsible: Principal, ILT members

Frequency: Annually

Identified Need: Time for the Instructional Leadership Team to plan the site's professional development

Target Group: all teachers

Monitoring: ILT self-assessment survey results, staff survey results, Principal

Personnel Summary: Teacher Hourly Extra Comp (8) for 3 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 1,392 | 197 | 0 | 1,589 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 1,589 |

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|----|--------------------------|---|------------------------|
| 3 | 09/02/2015 06/15/2016 | Cubberley's ILT consists of ten teachers. We will meet five times during 2015-2016. We will review CIV findings, our PD plan, the work of the various grade levels/departments, and our cycle of continuous improvement. Teachers paid a stipend. | CCSS School Climate |

Line Status: This line is approved.

Person(s) Responsible: Principal

Frequency: Quarterly

Identified Need: Time for ILT members to work together

Target Group: Teachers who will benefit from the professional development

Monitoring: Principal, ILT members, survey data, Principal supervisor

Personnel Summary: Teacher Hourly PD Stipend (10) for 5 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 1,579 | 224 | 0 | 1,803 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 1,803 |

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|----|--------------------------|--|--------------------------------------|
| 4 | 09/01/2015 06/15/2016 | Release ½ day so that teachers may participate in CIV visits. Anticipate two visits to Tincher, two to Newcomb, with one teacher participating each time. (total of four 1/2 day subs) | Access to a Broad Curriculum CCSS |

Line Status: This line is approved.

Person(s) Responsible: Principal, ILT members

Frequency: Trimester

Identified Need: To build capacity by visitng other sites

Target Group: Elementary and middle school professional development

Monitoring: self-assessments

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

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 319 | 45 | 0 | 364 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 364 |

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|----|--------------------------|--|------------------|
| 5 | 09/02/2015 06/20/2016 | Our staff is interested in conducting peer visits on our own campus. We would use rotating subs to allow both middle and elementary staff members to visit classes across grade levels adn across departments. Plan to use four full day subs, twice in the year, to provide multiple opportunities for interested participants. | CCSS |

Line Status: This line is approved.

Person(s) Responsible: Principal, ILT

Frequency: Quarterly

Identified Need: To have the opportunity to visit classrooms

Target Group: Interested staff members

Monitoring: Principal, ILT, staff surveys

Personnel Summary: Substitute teacher full day (4) for 2 days - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|-------------------------------------|-------|--------------------|-----------------|----------------|
| SSC Approve Date: 02/02/2015 | | | | |
| Certificated | 1,160 | 164 | 0 | 1,324 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 1,324 |



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| 6 | 07/01/2015 06/15/2016 | ELA teachers and History teachers wish to work with tech Teacher prior to the start of the school to plan for administering unit assessments that mirror the format of what is given during SBAC. Will also look at release items from SBAC and the interim assessments. Expect to work a half day prior to the start of the year, and then again at some point second semester | CCSS Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: ELA department head, History department head, Tech teacher, Principal

Frequency: Semester

Identified Need: For assessments across ELA and History content that mirror the SBAC, giving students early exposure to the tech requirements of the exams

Target Group: 6th, 7th and 8th graders

Monitoring: Principal, ILT

Personnel Summary: Teacher Hourly Extra Comp (7) for 6 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 2,436 | 345 | 0 | 2,781 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 2,781 |

SSC Approve Date: 02/02/2015



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| Ln | Dates | Description | Priority Area(s) |
|----|--------------------------|--|--|
| 7 | 08/25/2015 06/30/2016 | Our recreation staff is critical to our school climate. Staff benefits from inservices on issues pertaining to the life of the school (testing, technology, anxiety issues, community service). It is our rec aides who frequently have the most important interactions with our students. | Student Engagement Other Student Outcomes |

Line Status: This line is approved.

Person(s) Responsible: Principal, Counselor

Frequency: Semester

Identified Need: professional development for our rec staff

Target Group: Rec staff

Monitoring: CORE survey results (certain questions that pertain to school pride, social interactions)

Personnel Summary: Recreation Aide (12) for 4 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|-------------------------------------|------|--------------------|-----------------|----------------|
| SSC Approve Date: 06/08/2015 | | | | |
| Certificated | 0 | 0 | 0 | 0 |
| Classified | 670 | 48 | 0 | 718 |
| MtIs/Srvc | 0 | | | 0 |
| | | | Total | 718 |



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|----|--------------------------|---|---|
| 8 | 09/02/2015 06/30/2016 | ELA and SDC teacher to meet in 1/2 day release, one time first semester, one time second semester, to explore CCSS standards, review scope and sequence, plan AAP lessons, LASW, score collaboratively. | Access to a Broad Curriculum CCSS Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: ELA department head, Principal

Frequency: Semester

Identified Need: Middle school ELA teachers need time together to look at student work resulting from unit exams, SBAC practice lessons and interim assessments, AAP's

Target Group: Middle school ELA teachers

Monitoring: Principal, ELA DEpartment head

Personnel Summary: Substitute teacher half day (4) for 2 days - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 638 | 90 | 0 | 728 |
| Classified | 0 | 0 | 0 | 0 |
| Mtls/Srvc | 0 | | | 0 |
| | | | Total | 728 |

SSC Approve Date: 02/02/2015



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| Ln | Dates | Description | Priority Area(s) |
|----|--------------------------|--|---|
| 9 | 08/25/2015 06/30/2016 | Two 1/2 day release, one each semester, so that four middle school math teachers may look at student work resulting from FAL's, look at the vertical relationships between each grade level's CCSS, explore resources of the new textbook adoption, look at interim assessments. | Access to a Broad Curriculum CCSS Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: Math department head, Principal

Frequency: Semester

Identified Need: Time for middle school math teachers to LASW, share resources related to the new adoption

Target Group: Four math teachers

Monitoring: Math department head, Principal

Personnel Summary: Substitute teacher half day (4) for 2 days - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 638 | 90 | 0 | 728 |
| Classified | 0 | 0 | 0 | 0 |
| MtIs/Srvc | 0 | | | 0 |
| | | | Total | 728 |

SSC Approve Date: 06/08/2015



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|----|--------------------------|---|-----------------------------|
| 10 | 10/20/2015 06/30/2016 | The Math Office is piloting a Lesson Study which will require at least one full day of subs for a grade level team of teachers, as well as release time/coverage for follow up modeling. (will plan for subs for two additional half days for a team of three) The grade level that is participating from our site has a classroom in which the teachers job share, so one teacher will be paid hourly for six hours. | CCSS Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: Principal, Math Coach, Curriculum Leader

Frequency: Annually

Identified Need: Professional development in Math/collaboration

Target Group: First grade instruction in Math

Monitoring: Principal, Math Office, CIV data (later in the Spring)

Personnel Summary: Substitute teacher full day (3) for 1 days - LCFF 100%
Substitute teacher half day (3) for 2 days - LCFF 100%
Teacher Hourly Extra Comp (1) for 6 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|-------------------------------------|---------------------------|--------------------|-----------------|----------------|
| SSC Approve Date: 09/21/2015 | Certificated 1,261 | 179 | 0 | 1,440 |
| | Classified 0 | 0 | 0 | 0 |
| | MtlS/Srvc 0 | | | 0 |
| | | | Total | 1,440 |



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|----|--------------------------|--|---------------------|
| 11 | 01/20/2016 02/15/2016 | First grade is the grade level that is participating in the Math Office's Lesson Study. Part two of the pilot requires one full day of subs for a grade level team of teachers, as well as release time/coverage for follow up modeling. Anticipate holding this in mid-January. | Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: Principal, Grade Level team rep (1st)

Frequency: Semester

Identified Need: Time to plan together, work with Math standards and new Math adoption

Target Group: Elementary teachers

Monitoring: Grade level team agenda, minutes

Personnel Summary: Substitute teacher full day (3) for 1 days - Ed Eff 100%
Teacher Hourly P Schedule (1) for 6 hours annually - Ed Eff 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|--|-------------------------|--------------------|-----------------|----------------|
| SSC Approve Date: SSC Approval not needed with funding used | Certificated 761 | 108 | 0 | 869 |
| | Classified 0 | 0 | 0 | 0 |
| | Mtls/Srvc 0 | | | 0 |
| | | | Total | 869 |



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|----|--------------------------|---|------------------------------|
| 12 | 03/12/2016 03/13/2016 | Site tech teacher to attend EdtechTeam Los Angeles County Summit Featuring Google for Education. No sub needed, just conference fee of approximately 300.00 | Access to a Broad Curriculum |

Line Status: This line is approved.

Person(s) Responsible: Kristine Dassero, tech teacher and coordinator

Frequency: Other

Identified Need: To increase knowledge of Google features and resources for teachers

Target Group: Teachers will be invited to PD to hear Ms Dassero share what she learned

Monitoring: Principal, tech teacher

Personnel Summary:

Matl/Srvc Summary: Services - Ed Eff 100%

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 0 | 0 | 0 | 0 |
| Classified | 0 | 0 | 0 | 0 |
| MtIs/Srvc | 300 | | | 300 |
| | | | Total | 300 |

SSC Approve Date: SSC Approval not needed with funding used



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| Ln | Dates | Description | Priority Area(s) |
|----|--------------------------|--|---|
| 13 | 02/05/2016 02/06/2016 | selected teachers to attend conference at CSULB, Strategies for Educating Diverse Learners. Anticipate sending seven teachers and counselor. Need for seven full day subs, and conference fee. | Access to a Broad Curriculum Student Achievement |

Line Status: This line is approved.

Person(s) Responsible: Principal, Counselor

Frequency: Annually

Identified Need: Cubberley continues to increase its special ed population, and IEP's call for more mainstreaming and LRE. All teachers and support staff need tools for diversifying.

Target Group: SDC, RSP< and Gen Ed teachers

Monitoring: Principal, Counselor,

Personnel Summary: Substitute teacher full day (7) for 1 days - Ed Eff 100%

Matl/Srvc Summary: Materials - Ed Eff 100%

| | Cost | Statutory Benefits | Health Benefits | Project Totals | |
|--|---------------------|--------------------|-----------------|----------------|--------------|
| SSC Approve Date: SSC Approval not needed with funding used | Certificated | 1,015 | 144 | 0 | 1,159 |
| | Classified | 0 | 0 | 0 | 0 |
| | Mtls/Srvc | 600 | | | 600 |
| | | | Total | | 1,759 |



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|----|--------------------------|--|---|
| 14 | 01/15/2016 06/30/2016 | Last year, we purchased the book Rigorous Reading for all of our staff. Our ILT has had the opportunity to talk about the book, and now we want to launch a book study involving any interested teachers. Teachers would be paid their stipend rate to attend after hours sessions. This would be open to all interested staff, anticipating 15 teachers participating over five weeks. One teacher would each be paid five hours to facilitate, prepare for, and host. Faculty meetings would include times to share the learnings, and to show some of the video clips featured in the book. | Access to a Broad Curriculum Student Achievement Student Engagement |

Line Status: This line is approved.

Person(s) Responsible: ILT members and Principal

Frequency: Annually

Identified Need: continued work with the U's, especailly U 2

Target Group: All teachers

Monitoring: ILT survey self-assessment, classroom observations of collaborative conversations

Personnel Summary: Teacher Hourly PD Stipend (15) for 5 hours annually - LCFF 100%
Teacher Hourly Extra Comp (1) for 5 hours annually - LCFF 100%

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| Certificated | 2,659 | 377 | 0 | 3,036 |
| Classified | 0 | 0 | 0 | 0 |
| MtlS/Srvc | 0 | | | 0 |
| | | | Total | 3,036 |

SSC Approve Date: 10/19/2015



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|----|--------------------------|--|-----------------------------|
| 15 | 02/01/2016 06/30/2016 | Three middle school ELA teachers to participate in collaborative scoring PD presented by LBUSD ELA Curriculum Office. Anticipate two days for each of the three teachers | CCSS Student Achievement |

Line Status: Level Supt has not approved line at this time.

Person(s) Responsible: Three middle school teachers

Frequency: Semester

Identified Need: Time to calibrate scoring, review prompts and rubrics.

Target Group: ELA middle school teachers

Monitoring: Principals, Curriculum Office

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

Matl/Srvc Summary:

| | Cost | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|------|--------------------|-----------------|----------------|
| Certificated | 870 | 123 | 0 | 993 |
| Classified | 0 | 0 | 0 | 0 |
| MtIs/Srvc | 0 | | | 0 |
| Total | | | | 993 |

SSC Approve Date: SSC Approval not needed with funding used