



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

**School:** Franklin

**Principal(s):** Maria Pilar Perossio

**Submit Date:**

**Status:** New

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**Professional Development Focus Area(s):**

The purpose of providing professional development is to ensure that we are continuously providing education to our teaching staff to benefit the students. All professional development is aligned to school and district goals. There are accountability measures to ensure that teachers are following the professional development provided and all professional development is purposeful and supports the new Common Core standards. By working together we ensure a team approach and uniformity across the campus. Data is collected throughout the year in order to ensure that students are making significant gains.

**Expected Outcome:**

We expect that students show growth in all goal areas. Goals are established at the beginning of each school year based on the data we collect at the end of the previous school year. In August we will look at district and teacher created assessments to determine our focus goals for the 2015-16 school year. This past year we have focused on increasing collaborative conversations in all content areas. This upcoming year we will build on that professional development goal and also begin looking at how we are using formative assessment to guide instruction.

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**Scope and Sequence**

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<b>Ln</b>	<b>Dates</b>	<b>Description</b>	<b>Priority Area(s)</b>
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**Scope and Sequence**

Ln	Dates	Description	Priority Area(s)
1	07/01/2015 10/30/2015	<p>This summer we are asking teachers to participate in training to prepare them for the upcoming school year. We will offer specific professional development in areas that support implementation of Common Core. This past school year our focus has been developing collaborative conversations. We will continue that work by going deeper into teaching students how to truly building on each others' thoughts and we will begin looking at how we are going to use formative assessments to drive instruction. The professional development will support our school goals as well by including time to plan our SST process, plan our student behavior management system and plan our common lessons that support our Safe &amp; Civil campus. Additionally we will give the main content area teachers (ELA, History, Science, SPED and Math) teachers up to 8 hours to prepare for Quarter 1 incorporating some of the strategies they learn during the professional development time. The planning for Quarter 1 will extend into the school year, but not exceed 8 hours for those content teachers.</p> <p>Jennie Salazar and Ryan Ung will be leading most of the professional development and will be spending up to 20 hours planning and presenting on August 27th and 28th. Additionally, Wendy Rosenquist and Jenny Yates will be working on professional development for the SPED team for a total of up to 10 hour for preparation and presentation. The SPED work will focus on differentiating curriculum using IEP goals as well as going over how to write solid IEP goals that are measurable, attainable, relevant and time bound.</p>	<p>Student Achievement Student Engagement Other Student Outcomes</p>
<p><b>Line Status:</b> Waiting for plan to be submitted.</p> <p><b>Person(s) Responsible:</b> Administrative Staff</p> <p><b>Frequency:</b> Quarterly</p> <p><b>Identified Need:</b> Teachers need the professional development in order to continue to move forward with Common Core implementation. Additionally in order to maintain a positive school culture we need time to plan student events, rules, expectations, SST process, etc.</p> <p><b>Target Group:</b> All Franklin teachers</p> <p><b>Monitoring:</b> Goals will be established and followed throughout the year at quarterly data meetings.</p> <p><b>Personnel Summary:</b> Teacher Hourly Extra Comp ( 38 ) for 8 hours annually - Title 1 100% Teacher Hourly Extra Comp ( 40 ) for 6 hours annually - Title 1 100% Teacher Hourly PD Stipend ( 40 ) for 6 hours annually - Title 1 100%</p> <p><b>Matl/Srvc Summary:</b></p>			



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Ln	Dates	Description	Priority Area(s)				
			<b>Cost</b>	<b>Statutory Benefits</b>	<b>Health Benefits</b>	<b>Project Totals</b>	
			Certificated	39,131	5,549	0	44,680
			Classified	0	0	0	0
			Mtls/Srvc	0			0
					<b>Total</b>		<b>44,680</b>

SSC Approve Date: 04/01/2015



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Ln	Dates	Description	Priority Area(s)
2	11/01/2015 06/30/2016	Each quarter we want to offer core content teachers time to plan for the upcoming quarter. Each teacher that teaches ELA, Math, Science & History will get up to 8 hours for quarters 2-4 to collaborate with other teachers from their department and plan rigorous content that aligns with Common Core. Some of the planning includes collaborative scoring time that would occur during the day with substitute coverage.	Access to a Broad Curriculum Student Achievement Student Engagement

**Line Status:** Waiting for plan to be submitted.

**Person(s) Responsible:** Administrative Team

**Frequency:** Quarterly

**Identified Need:** Teachers need time outside of the regular school day to collaborate and plan the most rigorous lessons that will benefit student achievement. By working together teachers can discuss how to scaffold and reteach. Some of the time will be spent during the time with substitute coverage.

**Target Group:** All core content teachers.

**Monitoring:** Department Heads will submit a proposal including names of teachers participating and the plan for the time the group will collaborate. Additionally they will need to submit a copy of the outline that was created as a result of the planning time.

**Personnel Summary:** Substitute teacher full day ( 24 ) for 2 days - Title 1 100%  
Teacher Hourly Extra Comp ( 38 ) for 24 hours annually -

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 04/01/2015	Certificated 59,854	8,488	0	68,342
	Classified 0	0	0	0
	Mtls/Srvc 0			0
			<b>Total</b>	<b>68,342</b>



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Ln	Dates	Description	Priority Area(s)
3	07/01/2015 06/30/2016	This past year we started collaborating with teachers and district curriculum leaders. We intend to continue those efforts in the 2015-16 school year. We will need substitute coverage so that we can send teachers to other sites to do observations and/or to meet for planning during the day. We will send up to 10 teachers each quarter to visit and or participate in collaborative planning ( one day full day for each teacher). In addition we will send up to 8 teachers each semester to participate in the walk-throughs with our CIV grouping of 3 schools. It would be up to 8 half day subs for three school visits each semester.	Access to a Broad Curriculum Student Achievement Student Engagement

**Line Status:** This line is approved.

**Person(s) Responsible:** Administrative team

**Frequency:** Quarterly

**Identified Need:** There is a need to visit and plan with teachers throughout the district.

**Target Group:** Core content teachers

**Monitoring:** The teachers will be accompanied by an administrator. When teachers participate in planning they will submit an outline of what was prepared so that administrative staff can make plans to see the plan in effect in the classrooms.

**Personnel Summary:** Substitute teacher full day ( 40 ) for 1 days - LCFF 100%  
Substitute teacher half day ( 24 ) for 1 days - LCFF 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 04/01/2015				
<b>Certificated</b>	7,711	1,093	0	8,804
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
<b>Total</b>				<b>8,804</b>



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Ln	Dates	Description	Priority Area(s)
4	11/01/2015 06/30/2016	We have created quarterly planning groups by content with our CIV partner schools. These groups are being supported by the LBUSD curriculum coaches to ensure that the professional development and the lesson planning aligns to the district vision and CA state standards. We previously had it approved to send a group of no more than 10 teachers, however now that we see the effectiveness in getting all content teachers together from the 3 CIV partner schools we would like to expand to send all content teachers to a full day of professional development and lesson planning each quarter. We would send the core content teachers (all teachers that teach ELA, Math, History & Science). All teachers are using CA state standards. We are also using the College & Career Readiness standards. The teachers will be subbed out to attend the professional development once a quarter. At Franklin that translates to sending 20 Math teachers, 20 ELA teachers, 6 History teachers & 6 Science teachers each quarter for the collaborative professional development/planning. That includes the self contained teachers that attend both the ELA and Math days. Additionally we included the SPED teachers since they support the general educational plan.	CCSS Student Achievement Other Student Outcomes

**Line Status:** Waiting for plan to be submitted.

**Person(s) Responsible:** All core content teachers.

**Frequency:** Quarterly

**Identified Need:** There is a need to provide the best and most effective lessons to our students each and every day.

**Target Group:** All core content teachers.

**Monitoring:** Administrators from the three CIV schools will work in partnership and work with the district curriculum leaders.

**Personnel Summary:** Substitute teacher full day ( 52 ) for 3 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 10/21/2015	<b>Certificated</b> 22,614	3,207	0	25,821
	<b>Classified</b> 0	0	0	0
	<b>Mtls/Srvc</b> 0			0



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Ln	Dates	Description	Priority Area(s)
			Total
			25,821



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Ln	Dates	Description	Priority Area(s)
5	08/01/2015 06/30/2016	The Franklin STEP Team was formed 2 years ago when we received a grant from the Bill & Melinda Gates Foundation. STEP is a team of teachers from multiple disciplines who work together to create a vision to impact student achievement, teacher improvement, and community conditions in a positive way. Essentially teachers look for positive practices, confirm that those practices work by collecting data and then share with others to replicate best practices. The goal of the STEP team is to empower teachers by looking for expertise that already exists on the campus and sharing school wide. The STEP team meets twice a month for one hour. There are 10 members. Team members will take a 1/2 day per quarter to do walk-throughs and collect data. In addition the team members will meet to plan the professional development for the staff based on the results of their data collection. The STEP team will present twice this school year. Members will get paid an hour for preparing materials.	Student Achievement Student Engagement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** The STEP Team members (teachers on staff) under direction of the district coach (currently Ryan Ung).

**Frequency:** Monthly

**Identified Need:** There is a need to identify and replicate best practices.

**Target Group:** All teachers

**Monitoring:** The STEP team collects and shares data with the administrative team and the district coach for STEP.

**Personnel Summary:** Teacher Hourly Extra Comp ( 10 ) for 22 hours annually - Title 1 100%  
Substitute teacher half day ( 10 ) for 3 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 10/21/2015	<b>Certificated</b> 15,151	2,148	0	17,299
	<b>Classified</b> 0	0	0	0
	<b>Mtls/Srvc</b> 0			0
			<b>Total</b>	<b>17,299</b>





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Ln	Dates	Description	Priority Area(s)
6	11/01/2015 06/30/2016	We would like to offer professional development for teachers as needed. We have 10 new to Franklin teachers and half of them are first year teachers. We will offer 1 hour trainings as needed. Topics will include classroom management, use of School Loop, EEI support, etc. Administrators will gather data from classroom observations and also give surveys to elicit information to determine what support is needed. In addition we want to offer opportunities to teachers that want to extend their learning by providing additional training on topics such as incorporating technology, use of formative assessments to drive instruction, incorporating ELL strategies, etc. All professional development trainings would be offered either before school or after school for one hour. We are planning to invite the new teachers to an additional 6 hours of PD (one extra meeting every 6 weeks) and the other 2 hours would be for larger groups that would include more veteran teachers for a refresher on CHAMPS, use of technology to support core content, etc. In addition we will target about 12 teachers for 8 hours of additional time that will be focused on how to run effective groups for collaborative conversations. We will pay the presenting teacher for planning time to lead the professional development.	Student Achievement Student Engagement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Principal will lead the organization of additional professional development.

**Frequency:** Monthly

**Identified Need:** We want to support the teaching team by giving them professional development to ensure that students get the best possible experience.

**Target Group:** New teachers and teachers needing additional professional development

**Monitoring:** Principal is evaluating all 10 new teachers. Informal and formal observations will be used to drive decisions made on who is invited to particular trainings. In addition, all teachers will participate in data meetings and share student results.

**Personnel Summary:** Teacher Hourly PD Stipend ( 30 ) for 2 hours annually - Title 1 100%  
Teacher Hourly PD Stipend ( 10 ) for 6 hours annually - Title 1 100%  
Teacher Hourly PD Stipend ( 12 ) for 8 hours annually - Title 1 100%  
Teacher Hourly Extra Comp ( 1 ) for 15 hours annually - Title 1 100%

**Matl/Srvc Summary:**

<b>Cost</b>	<b>Statutory Benefits</b>	<b>Health Benefits</b>	<b>Project Totals</b>
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**Scope and Sequence**

Ln	Dates	Description	Priority Area(s)				
			<b>Certificated</b>	7,692	1,091	0	8,783
			<b>Classified</b>	0	0	0	0
			<b>Mtls/Srvc</b>	0			0
			<b>Total</b>				<b>8,783</b>

**SSC Approve Date:** 11/04/2015



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Ln	Dates	Description	Priority Area(s)
7	11/01/2015 06/30/2016	Currently our SPED team meetings with the general education teachers when we have department meetings. This way the SPED teachers know what is being asked of the general education students so that they know what modifications need to be made. It also builds relationships between the SPED and the general education teachers for planning, for participation of IEP goals, etc. The SPED team does need to meet as a team from time to time to go over content that is specific to the SPED team. Topics that need to be addressed are how we are writing goals, sharing student work, talking about how to maximize the use of instructional aides, etc. We would like to pay the SPED team (8 teachers) additional hourly once a month for an extra department meeting.	Student Achievement Student Engagement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** The principal will coordinate with the SPED department head

**Frequency:** Monthly

**Identified Need:** There is a need to meet as a team to discuss important topics, The principal is observing instruction across campus, looking at the IEP's and working with the SPED DH to come up with agendas for SPED meetings.

**Target Group:** All SPED teachers

**Monitoring:** The principal is meeting with all SPED teachers to review student goals & monitor progress.

**Personnel Summary:** Teacher Hourly PD Stipend ( 8 ) for 8 hours annually - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 11/04/2015				
<b>Certificated</b>	2,021	287	0	2,308
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>2,308</b>



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Ln	Dates	Description	Priority Area(s)			
8	09/01/2015 06/30/2016	On October 1, 2015 we sent all of the math teachers to Jefferson for professional development and structured planning time. They worked with the LBUSD math coaches and teachers from Jefferson and Stephens. Teachers in grades 6-8 attended the full day training. We used filming money to cover the expense of the substitute teachers. We proposed to School Site Council that we do an expense transfer and use LCFF money instead of the filming money to cover that expense.	CCSS Student Achievement Student Engagement			
<b>Line Status:</b> This line is approved.						
<b>Person(s) Responsible:</b> Principal						
<b>Frequency:</b> Quarterly						
<b>Identified Need:</b> Need to understand mathematical shifts. The team used the new math materials and had structured planning time with the support of the math coaches.						
<b>Target Group:</b> All math teachers						
<b>Monitoring:</b> Administrative Team						
<b>Personnel Summary:</b> Substitute teacher full day ( 19 ) for 1 days - LCFF 100%						
<b>Matl/Svc Summary:</b>						
		<b>Cost</b>	<b>Statutory Benefits</b>	<b>Health Benefits</b>	<b>Project Totals</b>	
<b>SSC Approve Date:</b> 11/04/2015		<b>Certificated</b>	2,754	391	0	3,145
		<b>Classified</b>	0	0	0	0
		<b>Mtls/Svc</b>	0			0
				<b>Total</b>		<b>3,145</b>



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Ln	Dates	Description	Priority Area(s)
9	12/05/2015 12/05/2015	Franklin Middle School, Jefferson Middle School & Stephens Middle School are holding a mini-conference on Saturday, Dec. 5th. Topics will include How to Build Academic Vocabulary, Building Collaborative Conversations, Writing Strategies, Teaching English Learners, Fun Formative Assessments using Technology & Using Common Core to Revitalize Student Engagement. The conference will be held at Franklin from 9:00-12:00. Each session will be 55 minutes. Up to 20 teachers will attend the professional development. The purpose of the conference is to build leadership capacity among teachers, build a sense of team among teachers from the three schools since we are working together throughout the year and to provide professional development that will help our teachers give the most effective instruction to our students. Teachers that present will be paid for their planning time.	Student Achievement Student Engagement Other Student Outcomes

**Line Status:** Waiting for plan to be submitted.

**Person(s) Responsible:** Principals from each of the middle schools

**Frequency:** Semester

**Identified Need:** Teachers do not always get time for "extra" professional development to improve their craft. Several teachers are leaders and are helping their colleagues by sharing strategies that lead to students success in acquiring Common Core standards.

**Target Group:** All content area teachers.

**Monitoring:** Principals from each of the middle schools.

**Personnel Summary:** Teacher Hourly PD Stipend ( 20 ) for 3 hours annually - LCFF 100%  
Teacher Hourly Extra Comp ( 6 ) for 5 hours annually - LCFF 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	3,635	516	0	4,151
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>4,151</b>

**SSC Approve Date:** 10/21/2015



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Ln	Dates	Description	Priority Area(s)
10	03/01/2016 06/30/2016	We would like to send our 6th grade team to observe the 5th grade feeder schools (Lincoln & Stephenson). Each teacher would get the opportunity to see what is happening in 5th grade and later have time to do some vertical planning so that we are building on skills taught in 5th grade. The focus will be on looking at the Common Core standards being taught in ELA and Math.	Student Achievement Student Engagement Other Student Outcomes

**Line Status:** Waiting for plan to be submitted.

**Person(s) Responsible:** Teachers and administrators

**Frequency:** Quarterly

**Identified Need:** There is a need to build communication with the feeder schools so that we can build on the work that is being done in the lower grades. This will help us provide a stronger program beginning in September.

**Target Group:** 6th grade team of teachers

**Monitoring:** Administrators

**Personnel Summary:**

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> SSC Approval not needed with funding used	Certificated	0	0	0
	Classified	0	0	0
	Mtls/Srvc	0		0
			<b>Total</b>	<b>0</b>