



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

School: Hughes

Principal(s): Sarah W. Gregory

Submit Date: September 21, 2015

Status: Approved

Professional Development Focus Area(s):

Accountability Measure 3: Professional Development- 1) CCSS implementation and planning for all subject areas (ILT, ELA, History, Science, Math, PE, Elective courses & Special Education) through collaboration with colleagues on site and at other sites. 2) CCSS implementation and strategy development on site and at other sites through formal (CIV) and informal visits. 3) Safe & Civil School refresher trainings and professional development for teachers, administration and support staff. 4) Gate & Accelerated teachers increase use of differentiated strategies & integration of CCSS implementation strategies across the curriculum.

Expected Outcome:

1 & 2) Increased alignment of CCSS implementation strategies for Literacy across the curriculum and math thereby promoting increased student achievement in formative and summative assessments. 3) Fewer office referrals and an increased positive perception of discipline effectiveness by students, teachers and parents. 4) Evidence of differentiated strategies within all classrooms and more teachers taking Gate certification classes.

Scope and Sequence

Ln	Dates	Description	Priority Area(s)
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Scope and Sequence

Ln	Dates	Description	Priority Area(s)
1	08/24/2015 06/17/2016	The ILT will meet monthly to strategize, plan and organize activities that support the PDSA cycles for continuous improvement that will facilitate the Department Heads the Leadership meetings and in their efforts with their departments. The ILT will meet 1-2 hours each month for 10 QWs and for 3 hrs August 26, 2015 to prepare for the 2015-16 school year.	Student Engagement

Person(s) Responsible: ILT members (up to 4 teachers)

Frequency: Monthly

Identified Need: Evidence from the 2014-15 school year supported the need for a point team to facilitate the activities of the Leadership team.

Target Group: Teachers and students

Monitoring: Principal and administration in conjunction with the ILT and Department Heads will provide monthly feedback.

Personnel Summary: Teacher Hourly Extra Comp (4) for 23 hours annually - SCE 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
Certificated	5,336	757	0	6,093
Classified	0	0	0	0
Mtls/Srvc	0			0
Total				6,093

SSC Approve Date: 06/09/2015



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2	08/24/2015 06/16/2016	The Safe & Civil School committee represents all zones on campus providing a diversified perspective of issues of the Hughes culture. The committee will meet up to 6 hours in August and the early part of the school year to further analyze the CORE survey data so as to plan and strategize next steps for the school year. This includes lesson planning and curriculum researching for supportive resources for the staff. There may be further need in the spring to meet outside of school time for 2 hours to continue planning based on next years' survey results for the upcoming 16-17 school year.	Parent Involvement Student Engagement

Person(s) Responsible: Safe & Civil Committee (up to 10 teachers)

Frequency: Monthly

Identified Need: The Core Survey results revealed a number of key issues to address schoolwide among the three stakeholder groups (parents, staff & students)

Target Group: Teachers, students, and parents

Monitoring: Principal and the S&CS committee in conjunction with the SSC & SBDM will collect feedback throughout the school year.

Personnel Summary: Teacher Hourly Extra Comp (10) for 8 hours annually - SCE 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 06/09/2015				
Certificated	4,640	658	0	5,298
Classified	0	0	0	0
MtlS/Srvc	0			0
			Total	5,298



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Ln	Dates	Description	Priority Area(s)
3	08/24/2015 06/17/2016	ELA, History, Science, and Math teachers will have 4 sub-release days throughout the school year to collaborate, plan, score, share student work, and/or participate in informal walkthroughs/visitations on site or at other schools. In addition, all subject area (ELA, History, Science, Math, PE, Elective courses & Special Education) teachers may be given half-day sub-release time for participating in formal CIV on site or at other schools. Elective course teachers, PE and Special Education teachers will have 1 sub-release day each semester to collaborate, plan, score, share student work, and/or participate in informal walkthroughs/visitations on site or at other schools. ELA, History, Science, and Math teachers have 1 planning day during the 2015 summer to work with their colleagues.	Access to a Broad Curriculum Student Engagement

Person(s) Responsible: All subject area teachers

Frequency: Other

Identified Need: The survey and EXIT slips from the 2014-15 school year indicated the priority of maintaining planning days and collaborative sub-release days for the 15-16 school year.

Target Group: All subject area teachers

Monitoring: All subject area teachers will submit minutes from their planning meetings, sub-release days and/or visitations to other schools to the Principal.

Personnel Summary:
 Substitute teacher full day (34) for 4 days - SCE 100%
 Substitute teacher half day (16) for 8 days - SCE 100%
 Substitute teacher full day (18) for 2 days - SCE 100%
 Teacher Hourly Extra Comp (34) for 6 hours annually - SCE 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 06/09/2015				
Certificated	46,969	6,661	0	53,630
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	53,630