



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

**School:** Jefferson

**Principal(s):** Kevin L. Maddox

**Submit Date:** December 14, 2015

**Status:** Approved

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

ELA/Literacy – CCSS Implementation, ELD/SDAIE, Intervention Strategies  
Math - CCSS Implementation, S.T.E.M., Intervention Strategies  
Science – CCSS Literacy Strategies, NGSS Implementation, S.T.E.M.  
History, P.E., Electives - CCSS Literacy Strategies, California Content Standard Implementation

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**Expected Outcome:**

Teaching staff will become proficient in implementation of all professional development target areas.  
Classroom instruction will reflect implementation of all P.D. target areas.  
Increased student achievement in CCSS and California Content Standards assessments.  
Increased instructional proficiency and leadership capacity of the teaching staff.  
Develop a culture of collaboration, openness and sharing of best practices.  
Develop a school-wide focus on consistent, rigorous content standards 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	09/02/2015 06/16/2016	Release time for select teachers (5) on the school Instructional Leadership Team (ILT), to implement a Continuous Improvement Cycle (Plan, Do, Study, Act) in an effort to increase the effectiveness of the school instructional program and resulting student achievement for all student sub-groups; to participate in site "Learning Walks" to monitor effectiveness of staff development and to identify areas of strength/need in staff implementation of the Understandings; to visit other middle school sites to participate in Collaborative Inquiry Visits (4 times during the school year).	CCSS Student Achievement

**Person(s) Responsible:** Classroom teachers

**Frequency:** Monthly

**Identified Need:** Professional development activities that produce improved classroom instruction, observations of classroom instruction in all content areas, effective collaboration with other middle school sites, effective implementation if the understandings in all content areas, increased student achievement.

**Target Group:** All teaching staff and students

**Monitoring:** ILT assessment of planning and professional development, planning session agendas, ILT mtg. minutes, staff mtg. agendas, CIV feedback, student work product.

**Personnel Summary:** Substitute teacher full day ( 5 ) for 4 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 10/13/2016				
<b>Certificated</b>	2,899	411	0	3,310
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>3,310</b>



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Ln	Dates	Description	Priority Area(s)
2	09/02/2015 06/16/2016	Department planning/collaboration (all content areas, SDC, Grade 6 and RSP) on CCSS or California Content Standards instruction, instructional strategies for at-risk and EL students, and strategies to increase student engagement. Four teacher release days (1 each quarter) for 40 teachers.	CCSS Student Achievement

**Person(s) Responsible:** Classroom and RSP Teachers

**Frequency:** Quarterly

**Identified Need:** Time is needed for teachers to collaborate and plan CCSS and/or California Content Standard instruction, analyze student performance data, and observe best practices.

**Target Group:** All students

**Monitoring:** Administrative participation in release day activities, agenda of planned activities, review of work done during the day, observation of classroom instruction.

**Personnel Summary:** Substitute teacher full day ( 40 ) for 4 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	23,194	3,289	0	26,483
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
<b>Total</b>				<b>26,483</b>

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Ln	Dates	Description	Priority Area(s)
3	09/02/2015 09/16/2016	Profession development though attendance at targeted seminars and/or conferences throughout the 2014-2015 fiscal year. Expenditures will cover conference registration fees and mileage (up to 50 miles to and from the destination) only.	CCSS Student Achievement Student Engagement

Using a training of trainer model, selected members of a department or grade level will attend a targeted event. The attendee will prepare a summary of information obtained for administration, and then disseminate the information to all appropriate staff members. Content of the conference/seminar must address four or more of the following priority areas: increasing student achievement, CCSS or California Content Standard implementation, closing the achievement gap for EL, AA, and Sp Needs students, increasing student engagement, providing access to a broad curriculum, increasing parental involvement, improving school

**Person(s) Responsible:** All teaching staff

**Frequency:** Other

**Identified Need:** Teaches need access to high-quality professional development that will increase their knowledge and proficiency in increasing student achievement, CCSS implementation, closing the achievement gap, increasing parental involvement, improving school climate, and other student outcomes.

**Target Group:** Teaching staff

**Monitoring:** Attendee conference report and plan for dissemination, Administrative participation in planned dissemination activities, classroom instruction supervision, formative/ summative assessment data

**Personnel Summary:**

**Matl/Srvc Summary:** Services - Title 1 100%

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 10/13/2015				
<b>Certificated</b>	0	0	0	0
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	8,000			8,000
			<b>Total</b>	<b>8,000</b>



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4	09/02/2015 09/02/2016	Release time for teacher professional development (all content areas) on CCSS or California Content Standards, instructional strategies to effectively implement content standards, and ELD and SDAIE strategies. Four teacher release days (1 each quarter) for 40 teachers.	Access to a Broad Curriculum CCSS Student Achievement

**Person(s) Responsible:** Classroom teachers

**Frequency:** Quarterly

**Identified Need:** Training is needed for teachers to effectively implement CCSS and/or California Content Standard instruction, and address the needs of at-risk and EL students.

**Target Group:** All teaching staff

**Monitoring:** Administrative participation in release day activities, agenda of planned activities, review of work done during the day, observation of classroom instruction.

**Personnel Summary:** Substitute teacher full day ( 40 ) for 4 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	23,194	3,289	0	26,483
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
<b>Total</b>				<b>26,483</b>

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Ln	Dates	Description	Priority Area(s)
5	09/02/2015 06/16/2016	Release time for 14 ELA teachers for collaborative scoring of On Demand Writing tasks. Three teacher release days.	CCSS Student Achievement

**Person(s) Responsible:** Classroom teachers

**Frequency:** Other

**Identified Need:** Time is needed outside of the classroom for ELA teachers to calibrate and collaborate on the scoring of student writing assessments.

**Target Group:** ELA teachers

**Monitoring:** Review of work done during the day,

**Personnel Summary:** Substitute teacher full day ( 14 ) for 3 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	6,088	863	0	6,951
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>6,951</b>

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Ln	Dates	Description	Priority Area(s)
6	09/02/2015 06/16/2016	Release time for 13 Math teachers for collaborative scoring of Math Unit assessments. Two teacher release days.	CCSS Student Achievement

**Person(s) Responsible:** Math teachers

**Frequency:** Semester

**Identified Need:** Time is needed outside of the classroom for Math teachers to calibrate and collaborate on the scoring of student assessments.

**Target Group:** Math teachers

**Monitoring:** Review of work done during the day.

**Personnel Summary:** Substitute teacher full day ( 13 ) for 2 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	3,769	534	0	4,303
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>4,303</b>

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Ln	Dates	Description	Priority Area(s)
7	08/17/2015 09/02/2015	Allocation of funds for hrly compensation for 6 sixth grade teachers to participate in training for PLTW Launch and Engineering Everywhere. These teachers will implement STEM instruction to sixth grade students once a week.	Access to a Broad Curriculum Student Achievement Student Engagement

**Person(s) Responsible:** 11 Classroom Teachers

**Frequency:** Weekly

**Identified Need:** STEM education is a part of the Jefferson's College and Career Pathways program. Students need information and exposure to a variety of career options to help them in decisions regarding high school choice.

**Target Group:** All students

**Monitoring:** Administrative monitoring of classroom instruction, teacher feedback on effectiveness, teacher observation of student engagement levels. Survey of student who state they would like to pursue a STEM related career.

**Personnel Summary:** Teacher Hourly Extra Comp ( 6 ) for 6 hours annually - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	2,088	296	0	2,384
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>2,384</b>

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8	09/02/2015 06/16/2016	Allocation of funds for hrly compensation for 11 teachers to participate in the Supporting Teacher Effectiveness Program (STEP) . These teachers will meet monthly to collaborate and examine data collected pertaining to positive deviance instructional practices in the school.	CCSS Student Achievement

**Person(s) Responsible:** 11 Classroom teachers

**Frequency:** Monthly

**Identified Need:** Teachers need additional time outside of the school day to seek and discover instructional practices in areas that directly influence student achievement, student engagement, high school readiness, and closing the achievement gap for EL, AA, and Sp. Needs students.

**Target Group:** All students

**Monitoring:** Meeting agenda, minutes, reports to staff, results of implementation of positive deviance practices by staff members. Student achievement on interim and summative assessments.

**Personnel Summary:** Teacher Hourly Extra Comp ( 11 ) for 10 hours annually - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	6,380	905	0	7,285
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
<b>Total</b>				<b>7,285</b>

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Ln	Dates	Description	Priority Area(s)
9	09/02/2015 06/16/2016	Hrly compensation for teachers to plan and present promising instructional practices at a professional development day for teachers. This activity will be held on a Saturday for 3.5 hours. It is a joint venture with Jefferson, Franklin, and Stephens Middle Schools.	CCSS Student Achievement Student Engagement

**Person(s) Responsible:** Select classroom teachers

**Frequency:** Annually

**Identified Need:** Teaches need access to high-quality professional development that will increase their knowledge and proficiency in increasing student achievement, CCSS implementation, closing the achievement gap, increasing parental involvement, improving school climate, and other student outcomes.

**Target Group:** All teaching staff

**Monitoring:** Participant feedback, Administrative participation in planned activities, classroom instruction supervision, observation of implementation of presented material.

**Personnel Summary:** Teacher Hourly Extra Comp ( 5 ) for 5 hours annually - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	1,450	206	0	1,656
<b>Classified</b>	0	0	0	0
<b>MtlS/Srvc</b>	0			0
			<b>Total</b>	<b>1,656</b>

**SSC Approve Date:** 12/15/2015



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Ln	Dates	Description	Priority Area(s)
10	09/02/2015 12/18/2015	Stipend pay for a three-hour staff development day to be held on a Saturday during the first semester. The day will be focused on promising practices for implementation of the Understandings, ELD/SDAIE strategies, and providing interventions for at-risk students.	CCSS Student Achievement Student Engagement

**Person(s) Responsible:** Classroom teachers

**Frequency:** Annually

**Identified Need:** Teaches need additional time outside of the school day for professional development in areas that directly influence student achievement, student engagement, high school readiness, and closing the achievement gap for EL, AA, and Sp. Needs students.

**Target Group:** All teachers

**Monitoring:** Participant feedback, Administrative participation in planned activities, classroom instruction supervision, observation of implementation of presented material.

**Personnel Summary:** Teacher Hourly PD Stipend ( 10 ) for 3.5 hours annually - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	1,105	157	0	1,262
<b>Classified</b>	0	0	0	0
<b>MtlS/Srvc</b>	0			0
<b>Total</b>				<b>1,262</b>

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Ln	Dates	Description	Priority Area(s)
11	09/02/2015 09/16/2016	Release time for teachers new to the profession, or new to LBUSD for in-service on CCSS instruction, instructional strategies for at-risk students, and strategies to increase student engagement. Five teachers to be released two days each.	CCSS Student Achievement

**Person(s) Responsible:** Classroom teachers

**Frequency:** Other

**Identified Need:** Time is needed to provide training to teachers new to LBUSD and the profession on the CCSS Instructional Shifts, LBUSD Understandings, and ELA and Math unit/lesson design.

**Target Group:** Teachers new to the profession and LBUSD and all student sub groups.

**Monitoring:** Administrative participation in planned staff development activities, classroom instruction supervision.

**Personnel Summary:** Substitute teacher full day ( 5 ) for 2 days - Title 1 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	1,450	206	0	1,656
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
<b>Total</b>				<b>1,656</b>

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