



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

School: Millikan

Principal(s): Alejandro Vega
Michael Navia

Submit Date: January 13, 2016

Status: Approved

Professional Development Focus Area(s):

WASC Goal 1 Prepare all students for real world math application by improving students' understanding of math concepts, their problem solving skills, and their ability to perform essential calculations and apply mathematical formula.
Goal 2 Prepare all students for success in high school, college, and career by improving reading comprehension, textual analysis, and writing skills in all content areas; include real world application.
Goal 3 Improve college-going culture by setting high expectations and providing support for completion of a-g requirements by all students in all subgroups.
Goal 4 Decrease the academic achievement gap between gender, ethnic groups, special education students, and Small Learning Communities by increasing equity and access to rigorous curriculum integrated with career and technical skills.

Expected Outcome:

- 1) Student achievement of CCSS will improve as teachers gain competency through professional development unique to their content area. The staff development will also strengthen the alignment between common core and linked learning certification criteria.
- 2) Faculty will engage in professional development opportunities and planning time that align to our district and school goals related to student achievement.
- 3) Through distributed leadership teams, staff will collaborate around increasing student achievement aligned to Common Core expectations and Linked Learning principles.
- 3) Faculty will be trained on new instructional methods aligned to the Common Core including time for collaboration in order to increase students' academic performance.
- 4) School culture and climate will improve as staff employ best practices aligned to Safe and Civil and Restorative Justice.
- 5) A student driven Master Schedule will be developed to allow for every student to participate in a Linked Learning education.

Scope and Sequence

Ln	Dates	Description	Priority Area(s)
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1	09/05/2015 06/30/2016	SLC Professional Development: Certificated Staff will meet in SLC teams to plan activities, action plans, and integrated/interdisciplinary projects. Each SLC team's work focuses on carrying out Linked Learning outcomes that will move the SLCs closer to certification.	Student Achievement Other Student Outcomes

Person(s) Responsible: Principal, SLC Coordinator

Frequency: Quarterly

Identified Need: Most of Millikan's SLC's have yet to be certified. Staff needs additional time to work on certification.

Target Group: All Students

Monitoring: The SLC Coordinator and Principal will work with every SLC Lead teacher to assure that the action plan is carried out during the school year.

Personnel Summary: Substitute teacher full day (60) for 1 days - LCFF 100%
Teacher Hourly Extra Comp (35) for 6 hours annually - LCFF 100%

Matl/Srvc Summary:

	Principal:	Alejandro Vega	Cost	Statutory Benefits	Health Benefits	Project Totals	
			Certificated	20,878	2,960	0	23,838
			Classified	0	0	0	0
			MtlS/Srvc	0			0
						Total	23,838

SSC Approve Date: 10/22/2015



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2	09/05/2015 06/30/2016	Content Curriculum Development, Planning, and Collaboration Content teams will meet throughout the year to collaborate ways to implement the Common Core Standards (English/Math Teams) or support the literacy standards through all other disciplines (e.g. World Language, CTE, etc) through the Four Understandings. Each team will either meet after school, on Saturdays, or will receive release time during the school day for collaboration time as appropriate.	CCSS Student Achievement

Person(s) Responsible: Principal

Frequency: Quarterly

Identified Need: Millikan staff has identified additional time is needed to implement the new standards.

Target Group: All Students

Monitoring: Professional Development Proposal Plan will be submitted to the Principal before each session and will require each team leader to submit an agenda, minutes and/or evidence of the work completed.

Personnel Summary: Substitute teacher full day (60) for 1 days - LCFF 100%
Teacher Hourly Extra Comp (45) for 5 hours annually - LCFF 100%

Matl/Srvc Summary:

Principal:	Alejandro Vega	Cost	Statutory Benefits	Health Benefits	Project Totals	
		Certificated	21,748	3,083	0	24,831
SSC Approve Date:	10/22/2015	Classified	0	0	0	0
		MtlS/Srvc	0			0
				Total		24,831



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3	11/30/2015 12/01/2015	Professional Development on site training and support To be provided by Kagan Professional Development 2 days of training for 100 teachers to include sub pay for teachers to receive training on Kagan strategies as a way to improve on our U3, Collaborative Conversations, implementation.	Student Achievement Student Engagement

Person(s) Responsible: Principals

Frequency: Other

Identified Need: In alignment with CCSS and U3 provide opportunities to staff for training and support to improve their use of instructional strategies that engage all learners.

Target Group: All Students

Monitoring: Classroom visits
CIV results

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

Matl/Srvc Summary: Services - LCFF 100%
Materials - LCFF 100%

Principal:	Alejandro Vega	Cost	Statutory Benefits	Health Benefits	Project Totals
		Certificated	14,496	2,056	16,552
SSC Approve Date:	10/22/2015	Classified	0	0	0
		Mtls/Srvc	12,000		12,000
		Total			28,552



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4	02/05/2015 06/30/2015	Master Schedule Development for 2016-17 Staff members including Counselors, Coordinators, Teachers, the Data Technician and Administrators will meet to collaboratively develop a master schedule that meets the needs of students while allowing for each Linked Learning Pathway to offer a course of study aligned to their industry and allow for relative purity of classes for each SLC as well as accommodate the large AP participation rate. While most of the work on the Master Schedule occurs during the school day, some time will need to be spent after school and on Saturdays.	Access to a Broad Curriculum Other Student Outcomes

Person(s) Responsible: Head Counselor
Principal

Frequency: Weekly

Identified Need: In order to deliver a course of study for each SLC, a complex Master Schedule must be done yearly using a collaborative approach. Staff has indicated a need to develop the master schedule earlier than in the summer.

Target Group: All Students

Monitoring: Head Counselor and Principal assure that the Master Schedule is completed by June of 2016 and ready for student scheduling that occurs during the summer of 2016.

Personnel Summary: Teacher Hourly Extra Comp (2) for 10 hours annually - LCFF 100%
Manager Additional Assignment (10) for 10 hours annually - LCFF 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
Principal: Alejandro Vega				
Certificated	8,560	1,213	0	9,773
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	9,773