



**Continuous Improvement Expenditure Plan  
2019-2020  
PROFESSIONAL DEVELOPMENT PLAN**

**School:** Bancroft

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

**Submit Date:** July 25, 2019

**Status:** Approved

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

We have several professional development goals at Bancroft Middle School. At the fore front is the implementation of California Standards in ELA, Math, and Literacy through collaboration (including some vertical and cross content work), development of common assessments, common scoring, gathering & using data to drive instruction, use of proven effective instructional strategies, development of student digital literacy, and training with colleagues across the Long Beach Unified School District (including training with the curriculum leaders). In addition we are looking at High School Readiness measures (attendance, suspension rates, and interventions to support all students passing ELA and Math).

**Expected Outcome:**

We expect to make gains in Mathematics as well as Language Arts as measured by our SBAC scores. By supporting our teachers with professional development, giving them time to use the learned instructional strategies, time to collect the data and plan accordingly as a team, and the interventions we develop as a team we anticipate great gains both in ELA and Mathematics. By working on literacy strategies across content areas we hope to see this have a positive impact on student achievement. We will meet throughout the year and look at the results of unit exams throughout the year as a way of determining progress toward proficiency. Departments that do not have district unit exams will be using other data to measure growth. We expect for our sub-groups to show gains as well from the interventions that we will have in place because it is a focus at Bancroft. In addition we expect to show lower suspension rates and an increase in attendance rates. With the expansion of our technology we expect all teachers to grow in their comfort with using technology and expect to see students becoming more digitally capable and prepared for high school and beyond.

**Scope and Sequence**

| Ln | Dates | Description | Data Measure(s) |
|----|-------|-------------|-----------------|
|----|-------|-------------|-----------------|



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|----|-------|-------------|-----------------|

|   |                          |   |                 |
|---|--------------------------|---|-----------------|
| 1 | 08/15/2019<br>06/15/2020 | We plan to offer collaborative release days for teacher planning by quarter. ELA teachers will have up to two full days per quarter if needed (this includes to attend district training with curriculum leaders), Math teachers will have one day per quarter, and the History & Science team will have one day per semester. Both ELA and Math will have their first planning session before school starts to prepare for Quarter 1. For all planning time the teachers will be expected to produce an agenda and have accountability measures in place to measure the success of the time together as a group. The accountability can be showing the portfolios that teachers scored together in order to ensure that all teachers are on the same page as well as developing interventions based on the observed writing. Accountability can also be common lessons that can be observed. The release time will be for creating common assessments (including Synergy assessments), backwards planning using the standards and incorporating technology into lessons. In addition we are bringing a focus back to writing and want to make sure that all teachers are using the same rubrics, giving timely feedback to students, and setting goals for interventions based on the assessments. For Quarter 1 planning teachers will have up to 6 hours. We will pay the department head and curriculum coach for ELA to prepare the agenda and materials for the ELA day. We will pay the math department head to prepare the agenda and materials for the Math day. The curriculum coaches will help guide the planning days for Quarter 1. Special Education teachers will plan with the Math & ELA teams. | Core Curriculum |
|---|--------------------------|---|-----------------|

**Person(s) Responsible:** Principal

**Frequency:** Quarterly

**Identified Need:** There is a need for teachers to collaborate, to attend professional development and plan lessons based on the data they are receiving from common assessments.

**Target Group:** Targeted Staff

**Monitoring:** Principal will be working closely with department heads and curriculum leaders for the district.

**Personnel Summary:** Teacher Hourly Extra Comp ( 10 ) for 6 hours annually - LCFF 100%  
 Substitute teacher full day ( 8 ) for 4 days - LCFF 100%  
 Substitute teacher full day ( 10 ) for 2 days - LCFF 100%  
 Substitute teacher full day ( 10 ) for 6 days - LCFF 100%

**Matl/Srvc Summary:**





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|----|--------------------------|---|---|
| 2  | 08/01/2019<br>09/01/2019 | We are planning 4 hours of professional development for teachers to prepare for the 2019-20 school year. Teachers will be presented with data, plan based on data, continue to learn about the relevance and importance of building relationships, look at 504 plans, IEP goals, and build successful plans to start the year off strong. In addition the new teachers will get an additional two hours to learn about LBUSD initiatives such as the U's document, learn about School Loop, Synergy, etc. | Culture-Climate Survey (Student-Staff)<br>Core Curriculum |

**Person(s) Responsible:** Principal

**Frequency:** Annually

**Identified Need:** There is a need to prepare for the school year by collaborating around data and getting professional development on various topics such as effective teaching strategies and the importance of building teams. U5 & U6.

**Target Group:** All Staff

**Monitoring:** Principal will have accountability measures built into the Data Day.

**Personnel Summary:** Teacher Hourly Extra Comp ( 35 ) for 4 hours annually - LCFF 100%  
 Teacher Hourly Extra Comp ( 2 ) for 2 hours annually - LCFF 100%

**Matl/Srvc Summary:**

|                                     | Cost  | Statutory Benefits | Health Benefits | Project Totals |
|-------------------------------------|-------|--------------------|-----------------|----------------|
| <b>SSC Approve Date:</b> 05/15/2019 |       |                    |                 |                |
| <b>Certificated</b>                 | 9,767 | 2,149              | 0               | 11,916         |
| <b>Classified</b>                   | 0     | 0                  | 0               | 0              |
| <b>Mtls/Srvc</b>                    | 0     |                    |                 | 0              |
|                                     |       |                    | <b>Total</b>    | <b>11,916</b>  |



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|----|-------|-------------|-----------------|
|----|-------|-------------|-----------------|

|   |                          |   |  |
|---|--------------------------|---|--|
| 3 | 03/01/2020<br>06/30/2020 | At Bancroft we are 1:1 with students to chromebooks. We are a technology magnet middle school. A quarter of Core Curriculum our student population participates in our ATM program where students learn to code, create websites, learn Sketchup, design 3D projects, etc. We have several content teachers that are also integrating the use of technology in an effort to prepare our students for high school and college. We all know that we are preparing students for jobs that don't exist today. The CUE Conference is intended for all teachers. Teacher leaders will have the opportunity to learn best practices of educational technology and learn new tools which inspire students to delve deeper in their subject matter. This year we would like to send a team of teachers from varying departments to build teacher leaders that will come back and teach colleagues. We would like to send 6 staff members including one administrator. As instructional leaders at a technology magnet school we need to work as a team and have time to prepare how we will train other staff members. The conference is held Thursday, March 13-15, 2019. |  |
|---|--------------------------|---|--|

**Person(s) Responsible:** Principal

**Frequency:** Annually

**Identified Need:** We need to continue our professional development with respect to the integration of technology.

**Target Group:** Targeted Staff

**Monitoring:** Principal and Assistant Principal visit classrooms and monitor the use of technology in the classrooms.

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

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

|                                     | Cost             | Statutory Benefits | Health Benefits | Project Totals |
|-------------------------------------|------------------|--------------------|-----------------|----------------|
| <b>SSC Approve Date:</b> 05/15/2019 |                  |                    |                 |                |
|                                     | Certificated 856 | 188                | 0               | 1,044          |
|                                     | Classified 0     | 0                  | 0               | 0              |
|                                     | Mtls/Srvc 3,300  |                    |                 | 3,300          |



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| Ln | Dates | Description | Data Measure(s)           |
|----|-------|-------------|---------------------------|
|    |       |             | <b>Total</b> <b>4,344</b> |

4    09/01/2019    We have a group of teacher leaders (department heads) that will be participating in the district Collaborative Inquiry Core Curriculum  
 06/30/2020    Visits (CIV) process. The teachers will visit CIV partner schools to observe classrooms and then meet back at Bancroft to plan our next steps based on the visits and site data collected. We will also visit all classrooms at Bancroft.

**Person(s) Responsible:** Principal  
**Frequency:** Quarterly  
**Identified Need:** We want to build relationships with teachers across the district. We want to find teachers that are getting positive results and use those examples to help plan next steps at our own site.  
**Target Group:** Targeted Staff  
**Monitoring:** Principal will be meeting with the group to prepare for the visits, to debrief & to plan next steps.  
**Personnel Summary:** Substitute teacher full day ( 5 ) for 2 days - LCFF 100%  
**Matl/Srvc Summary:**

|                     | Cost  | Statutory Benefits | Health Benefits | Project Totals |
|---------------------|-------|--------------------|-----------------|----------------|
| <b>Certificated</b> | 1,712 | 377                | 0               | 2,089          |
| <b>Classified</b>   | 0     | 0                  | 0               | 0              |
| <b>Mtls/Srvc</b>    | 0     |                    |                 | 0              |
|                     |       |                    | <b>Total</b>    | <b>2,089</b>   |

**SSC Approve Date:** 05/15/2019