



Long Beach Unified School District
 1515 Hughes Way, Long Beach, CA 90810

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

School: Kettering

Principal(s): Rachel K. Peters

Submit Date: September 24, 2019

Status: Approved

Professional Development Focus Area(s):

Kettering Teachers value their time to collaborate, establish professional goals, and engage in continuous and purposeful professional growth and development. During these meetings teachers develop aligned short-term and long-term instructional plans to support student learning across all areas of the curriculum. This year we plan to continue working around the LBUUSD Understandings, effective classroom teaching practices, and mathematical discourse. In addition to our past areas of focus, we will be concentrating our focus in the area of quality differentiation (Learning Environment, High Quality Curriculum, assessment, instruction, leadership and management)

Expected Outcome:

Kettering Teachers will use collaboration time to plan with colleagues, analyze and reflect on student work and lesson delivery, receive feedback from colleagues and support staff, and seek out technological resources to embed into lessons, as a way to bring all instructional practices to classrooms in an effort to meet the Common Core State Standards.

Scope and Sequence

Ln	Dates	Description	Data Measure(s)
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Ln	Dates	Description	Data Measure(s)
1	08/31/2019 06/14/2020	Teacher Release Planning Days: Teachers at each grade level or grade level bands will team up and plan for classroom instruction by analyzing student data, identifying their students' needs, and structuring rich learning opportunities that combine explicit instruction both whole group and small group. All classroom teachers will receive three days of planning release days.	SBAC ELA SBAC Math Core Curriculum

Person(s) Responsible: Kettering Teachers in grades K-5

Frequency: Quarterly

Identified Need: Kettering Teachers have expressed the need to plan with their grade level team in the area of ELA, math and writing as they relate to the district "Understandings", CCSS, RAPID Screener and the schools three areas of focus: Teacher Clarity, Differentiation, and GRR.

Target Group: Administration, All Staff, English Learners, Hispanic, Identified At-Risk Students

Monitoring: Teachers and/or grade level teams will meet with the school principal to discuss agenda items and the results of their planning.

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

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 10/23/2019				
Certificated	7,190	1,582	0	8,772
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	8,772



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2	08/31/2019 06/12/2020	ILT Team Meetings: Kettering's Instructional Leadership Team (ILT) will meet once a month to collaborate over the implementation of our three instructional focus areas and how they support the Common Core State Standards and district Understandings. The Curriculum Office will provide the team support with two meetings which will help guide our ILT Team with planning and executing our professional development to teachers. During the ILT site meetings, the team will plan staff professional development around the areas of teacher clarity, RAPID Screener support, HCCQ, and GRR as our main three focus areas. We will also include progress monitoring the academic goals set for the school year, use professional growth opportunities through professional research based reading and the analyzation of student data that will help support and guide the staff with next steps in meeting schoolwide goals.	Core Curriculum

Person(s) Responsible: Instructional Leadership Team

Frequency: Monthly

Identified Need: Kettering ILT Team collaborates to ensure staff needs are met through professional development opportunities based on classroom observations, lesson studies, and CIV visits.

Target Group: All Staff, All Students, African-American, English Learners, Hispanic, Identified At-Risk Students, Low SES, Other Targeted Students, Special Education

Monitoring: ILT Team meeting agendas and development of the professional development staff meeting calendar.

Personnel Summary: Teacher Hourly Extra Comp (3) for 11 hours annually - LCFF 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
SSC Approve Date: 10/23/2019				
Certificated	2,238	492	0	2,730
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	2,730



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3	08/31/2019 06/12/2020	Instructional Leadership Team and other volunteer teachers on staff will have the opportunity to grow professionally by participating in the Collaborative Inquiry Visits and on site Learning Walks. Two members of the ILT will accompany the team to each of the CIV school visits. Their participation will reinforce and learn from classroom efforts related to the full implementation of the Common Core State Standards and to collaborate the key strategies, systems and actions being used at each of these schools to achieve school focus areas/goals with a point of concentration on teaching and learning.	Core Curriculum

Person(s) Responsible: ILT Team and Teachers

Frequency: Trimester

Identified Need: ILT Team and Teachers value the opportunity to visit our own classrooms as well as other schools to gain knowledge and ideas of best classroom practices and be part of a collaborative discussion of classroom methodologies and research based strategies.

Target Group: Administration, English Learners, Hispanic, Other Targeted Students, Special Education, Targeted Staff

Monitoring: Attendance and contribution at the CIV school visits and on site Learning Walks

Personnel Summary: Substitute teacher half day (6) for 4 days - LCFF 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
Certificated	2,259	497	0	2,756
Classified	0	0	0	0
Mtls/Srvc	0			0
			Total	2,756

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4	08/31/2019 06/12/2020	Teacher Data Analysis Meeting: Teachers will be provided time to analyze school data (SBAC ELA, SBAC Math, Culture-Climate Survey (Parent Math Facts, RAPID Screener, FRSA, Math EOY, ST Math, and Writing) and collaboratively set schoolwide goals, grade level goals, and teacher goals based on their findings.	Core Curriculum

Person(s) Responsible: All Classroom Teachers

Frequency: Trimester

Identified Need: Continuous improvement in all schoolwide goal areas must be accompanied with teacher collaboration, planning and student data analysis.

Target Group: All Staff, Administration, English Learners, Hispanic, Identified At-Risk Students, Male, Female

Monitoring: Teachers will be asked to complete tasks that will be turned in and collected for further teacher meetings with administrator at mid-year and end of year conferences.

Personnel Summary: Hourly - Recreation Aide (2) for 26 hours annually - LCFF 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals
Certificated	0	0	0	0
Classified	824	33	0	857
Mtls/Srvc	0			0
			Total	857

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5	08/31/2019 06/12/2020	Lesson Studies: At Kettering School, the ILT Team has provided our teachers the opportunity for long-term professional development through lesson studies. Teachers collaborate on three lesson studies a year putting much attention on our school's instructional focus areas (teacher clarity, HCCQ, GRR). Each lesson teachers are given a complete release day to collaboratively plan, research, and study their lesson instruction as a way to determine how students learn best.	Core Curriculum

Person(s) Responsible: Teachers and Principal

Frequency: Trimester

Identified Need: Lesson studies will bring teachers together with deepening the trust and interaction amongst grade level bands. It will develop habits of self-reflection and critical thinking through collaboration which will refine teaching practices and discover ways students learn best.

Target Group: Targeted Staff, All Students

Monitoring: Teachers will share their findings and next steps with their colleagues at grade level or staff meetings.

Personnel Summary: Substitute teacher full day (14) for 2 days - LCFF 100%

Matl/Srvc Summary:

	Cost	Statutory Benefits	Health Benefits	Project Totals	
SSC Approve Date: 10/23/2019	Certificated	4,793	1,055	0	5,848
	Classified	0	0	0	0
	Mtls/Srvc	0			0
			Total		5,848