

Kanawha County Strategic Plan

DATE PUB: 02/22/2017

SECTION I - MISSION STATEMENT - What are the core beliefs that guide improvement? What does the district want to accomplish for students?

CORE BELIEFS:

REVISED 2017-2018 STRATEGIC PLAN 2/22/17 1. All students can achieve. 2. Quality teaching is the key to student success with consistent student and teacher engagement in the school and in classroom activities. 3. Effective leadership skills are essential for creating and maintaining effective schools for current and future learners. 4. Schools, parents, and communities must be partners in learning. 5. Schools must be safe and caring places. 6. All teachers must be teachers of 21st century literacy skills, including technology skills. 7. Students and teachers must be prepared for life-long learning and a global society.

MISSION STATEMENT:

Kanawha County Schools will provide a world class education that ensures all students are college and career ready for the 21st Century and beyond.

SECTION II - GOALS - What are the district's improvement goals? What evidence will be used to judge success in accomplishing these goals?

GOALS:

Goal1. Kanawha County Schools will will provide a Safe and Engaging Learning Environment in 100% of our schools and facilities daily, throughout the 2016-2017 School Year and beyond.

Goal2. Kanawha County Schools will provide support, training, resources, and program opportunities to all schools in order to ensure that ALL students are College AND Career Ready upon graduation from high school, with a graduate rate of 90% by June 2020.

Goal3. The Kanawha County School District will continue to increase effective communication with all stakeholders by June 2017, as measured by results of the management retreat survey, and will be implemented as follows: 3.1 Kanawha County Schools will provide messages and announcements about all important activities, initiatives, programs, closings, calendar changes, other changes, academic achievement, positive news, etc. to 100% of stakeholders who are willing to receive the messages through the KCS APP, KCS Web Page, Instagram, Facebook, Twitter, Parent Link Calls, ENGRADE (Parents and Students), monthly newsletter, and Press Releases (to be measured by the number of communications shared and then reviewed at the 2017 Management Retreat. 3.2 Kanawha County Schools will provide positive community service messages via various media sources to all stakeholders and the general public each school year.

Goal4. Kanawha County Schools will attract and retain fully certified, effective teachers in all content areas.

Goal5. All Kanawha County Schools will earn a grade of C or higher based on Spring 2017 Smarter Balanced Assessment results.

EVIDENCE (EV):

EV1. ZoomWV, Early Warning System, Gallup Student Poll, Gallup Q12 data, IPI data, Safe Schools and ALICE completion records, Professional development reports, Safe and effective facilities in place for instruction at HHS area schools damaged by floods.

EV2. ZOOMWV & ZOOMWV Course Schedules, ACT, SAT, Compass Benchmarks, College Board Data on AP Exams, CTE Completers, Attainment of Industry Recognized Credentials, NAEP, Early Learning Report System

EV3. Hanover Research Survey, Hits on web site and/or APP downloads, newspaper contacts & accurate news stories

EV4. EV 4.1 Board Personnel Agendas indicate appropriate certification EV 4.2 Increase in number of teachers identified as accomplished and distinguished on the annual educator evaluation EV 4.5 Decrease in the number of Focused Support and Corrective Action Plans required.

EV5. All Kanawha County Schools will earn full approval based on revisions made to the school and district strategic plans and spring 2017 Smarter Balanced assessment results.

NOTE: Red background for goal indicates no action items recorded for that goal.

SECTION IIIA - ACTION PLAN - What core actions or processes will be implemented to accomplish the goals?

ACTION PLAN:

Goal 1: Kanawha County Schools will will provide a Safe and Engaging Learning Environment in 100% of our schools and facilities daily, throughout the 2016-2017 School Year and beyond.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
1.1.1 100% of full-time and part-time district personnel will completed the assigned Safe Schools Training no later than December 31, 2016, and ALICE training by November 1, 2016, as measured by Safe Schools and ALICE Completion Data.	Nov. 1, 2016; Dec. 31, 2016	E. Gayton Employee Supervisors	Professional Staff Development And Service Staff Development Funds	1. Monthly e-mail reminders August 2016-December 2016. 2. Compliance report two weeks prior to completion date 3. Compliance report January 2017 with BOE Report April 2017.
1.1.2 An additional "early-dismissal" day will be added on August 19, 2016, to enable all employees to complete ALICE training in order to be prepared in the event of an active shooter or violent disturbance. Makeup sessions will be held throughout September and October in order to provide all employees with a chance to complete ALICE.	November 1, 2016	School Principals, Keith Vititoe	RTC Budget	Principals will submit completion reports to assistant superintendents of elementary, middle, or high schools.
1.1.3 All teachers/professional staff will complete the Gallup Q12 Teacher Engagement Survey.	January - February 2017	E. Gayton, Elementary, Middle, and High Principals	Title II funds	Kanawha Co. Schools will monitor Q12 completion by school data to determine the completion rate for each school and will provide reminders to teachers as needed.
1.1.4 All students in grades 5-12 will be provided with the opportunity to complete the Gallup Student Engagement Poll.	September 26 - October 29, 2016	School Principals, Teachers, E. Gayton	No additional cost	Gallup will provide the number of completions by school and e-mail will keep principals abreast of participation by grade level throughout the process.
1.1.5 To increase academic and cognitive student engagement, PLC Facilitators will be trained in the WHY, WHAT, and HOW of blended learning and will share the information in school-based PLCS. (See 2.1.3 for details.)	September 2016-December 2016, and school-based PLCs September through May 2017.	E. Gayton, M. Ruddle, L. Sparks, Learning 20/20	Title II, Step VII	PLC attendance will be monitored through the professional development attendance system. School-based

				PLCs will be monitored by administrator walk throughs.
1.1.6 A Digital Citizenship Curriculum through Common Sense Education will be implemented in all schools	September 2016 - August 2018	M. Ruddle, L. Sparks, Principals	E-Rate Funds	Lesson Plans, Student Schedules
1.1.7 All employees will be prepared to respond to a crisis situation following completion of the training sessions and mock drills.	Four times per year, through April 2017.	Keith Vititoe	No additional funds	Completion of Monitoring Reports following each mock drill
1.1.8 The Staff Development Office will conduct live sessions to assist those experiencing difficulty in completing Safe Schools Online Courses.	November 2016 - February 2017	Elaine Gayton	No additional funds	Individuals completing Safe Schools during the live session will sign in and be included in the data base of completers, and will be marked "Completed Offline" in Safe Schools for Record Keeping.
1.1.9 Kanawha County Schools will work with FEMA and the WVSBA to develop a plan to provide safe emergency facilities and furnishings, technology, and materials for students in flooded schools, and to rebuild safe, permanent structures to replace HHHS and Clendenin Elementary Schools.	July 1, 2016 - June 30, 2017	Board of Education	FEMA, WVSBA, KCS GB	Students attendance and academic progress, Emergency Plan implemented, and progress toward new facilities
1.2.1 Improve student attendance and decrease truancy by 3% annually by utilizing data from the Gallup Student Poll to implement strategies to improve student personal engagement in each school.	January - May 2017	Assistant Superintendents for Elem. MS, and HS	No Additional Costs	Compare 2015 data to 2016 data to measure effectiveness of prior year's plan; Identify students needing attention to increase personal engagement; Develop & Implement new plan; Compare to future data
1.2.2 Increase teacher personal engagement by comparing results of new Q12 data to 2015 data and identify areas of concern. Next, address areas of concern to increase teacher engagement.	January - May 2017	Principals	No Additional Funds	Measure factors that indicate high or low personal engagement such as attendance, collaboration

				among staff, and recognition.
1.3.2 A QR Code App will be developed for students to report anonymous tips on bullying, poor digital citizenship, etc. in piloted schools	September 2016-May 2020	Leah Sparks, Mark Milam, Lou Maynus, & Principals	No additional funds	Number and Accuracy of reports identified through the App.
1.3.4 Kanawha County Schools will expand digital citizenship training to all middle and high school teachers and will update digital citizenship lessons.	July 2016-June 2020	Leah Sparks	To be explored.	A digital citizenship curriculum is in place in all schools as evident in lesson plan and through observations.
1.3.5 Police Resource Officers (PROs) and Kanawha County Schools will coordinate Digital Citizenship Training.	July 2016-June 2020	Leah Sparks, Keith Vititoe	No additional costs	This will be measured by the number of sessions conducted jointly by KCS staff and PROs in each school.
1.3.6 Training will be provided to students to monitor and identify bullying behavior.	July 2016-June 2018	Counselors, Principals, Assistant Superintendents	Funding sources are being explored.	Evidence of student training will be available in counselor or other staff lesson plans.
1.3.7 A plan will be developed to add security cameras to facility parking areas.	July 2016-June 2021	Charlie Warner, Keith Vititoe	Explore Funding Sources	Success will be measured by the number of security cameras added each school year through 2021.

Goal 2: Kanawha County Schools will provide support, training, resources, and program opportunities to all schools in order to ensure that ALL students are College AND Career Ready upon graduation from high school, with a graduate rate of 90% by June 2020.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
2.1.1 Expand the Learning 20/20 initiative to include a 1:1 iPad ratio in 4th and 5th grades.	August 2016-June 2020	Sparks, Miragliotta, Stout, Shively	General Budget	School Deployment Records will indicate the current and future numbers of iPads assigned to students in grades 4-12.

2.1.2 Kanawha County Schools will continue to provide an abundance of technology training opportunities for teachers through the Learning 20/20 initiative.	July 2016-June 2020	Asst. Superintendents, Principals, Tech & PD Office	State Technology Funds, E-Rate Funds, Step VII, Title II	PD attendance records and evaluations through ERO; Monthly summaries by Apple PD Staff and Tech Department.
2.1.3 PLC Facilitators and Principals will participate in PLC facilitator training sessions which will continue the WHY (Prepare students to be college & career ready), WHAT (CCR Standards), and HOW (Blended Learning/High Student Engagement) through PLC collaboration when returning to the home school PLC meetings.	September 2016 - May 2017	Gayton, Roberts, Maynus, Milam, Ruddle, Sparks	Step VII and Title II	Attendance and evaluation records in ERO will monitor Facilitator Attendance at district training. School PLC descriptions and attendance records in ERO will monitor school-based PLC followup.
2.1.4 Kanawha County Schools implement Reimagining Time Scheduling in identified high schools for 2016-17 to provide teacher professional development and collaboration time.	Aug. 2016-January 2017	Duerring, Ruddle, Milam, Principals	Transportation Funds	Meeting attendance documented and discussion throughout 2016-2017 school year
2.1.5 Kanawha County Schools will introduce the concept of a Growth Mindset and provide training to all principals throughout the 2016-2017 school year.	September 2016-March 2018	Principals, Roberts, Calhoun, Maynus, & Milam	Title II, Step VII	1. Professional Development attendance records; 2. Evidence of mindset change is observed in schools; 3. An increased student achievement & engagement is evident in schools who have mindset change.
2.1.6 Kanawha County Schools will continue the partnership with Expeditionary Learning in both Grandview and Mary C. Snow Elementary Schools. (See 2.1.7 below.)	July 1 2016 - June 2017	Roberts, Padon, Gayton, Plear, Brooks	Benedum Grant, Title I, II	Attendance at EL training, coaching sessions, and evidence of implementation during walk-through process
2.2 Kanawha County Schools will participate in the Truancy Diversion Project.	August 2016-June 2018	Frances Pack, P. Padon, Eddy Ivy	Title I, II (materials for training), Professional Staff Dev, & General Budget Matching Funds	A decrease in student truancy will be determined through measure between data before and during/after the Truancy Diversion Project.

<p>2.2.1 Kanawha County Schools will continue to implement the Beginning Educator Support & Training (BEST) Program and SIPP (Support for Improving Professional Practice) by expanding professional development offerings through embedded professional development with a full-time academic coach and appropriate sustained content and strategy sessions to provide and support learning.</p>	<p>July 1, 2016-June 30, 2017</p>	<p>Gayton, Ruddle, BTACs, and content specialists</p>	<p>Title II, limited state reimbursement for mentors</p>	<p>1. ERO Professional Development Attendance Records; 2. Teacher evaluations will improve for Emerging to Accomplished and from Accomplished to Distinguished; 3. Focused Support to Emerging</p>
<p>2.2.2 Kanawha County Schools will develop Strong Instructional Leaders to serve as Potential Principals through the KCS Leadership Academy by focusing on WV standards for High Quality Schools and Leaders, School Management & Legal Issues, Daily principal job expectations, Action Research Projects, Shadowing an experienced Principal, and possible Internship during Year 2 if funds allow selected individuals to complete the internship.</p>	<p>July 1, 2016-June 30, 2017</p>	<p>Gayton, Asst. Superintendents, LA Staff</p>	<p>Title II</p>	<p>Attendance at LA sessions, completion of LA projects, ERO attendance records</p>
<p>2.2.3 Kanawha County Schools will continue to Develop Current Principals/Assistant Principals as strong instructional Leaders through monthly professional development sessions in technology, management, safety, and instruction.</p>	<p>July 1, 2016-June 30, 2017</p>	<p>Williams, Milam, Maynus, Roberts</p>	<p>Step VII, title II</p>	<p>Meeting Agendas, ERO Attendance Records</p>
<p>2.2.4 Kanawha County Schools will assign a mentor principal to each new principal and assistant principal, and new principals/assistant principals will attend monthly KCS beginning administrator and mentor sessions (BAM) and the PLA at WVCPD.</p>	<p>July 1, 2016-June 30, 2017</p>	<p>Gayton, Milam, Maynus, Roberts</p>	<p>State Funds, School Travel Funds</p>	<p>PLA attendance records form WVCPD</p>
<p>2.2.5 Expand the SREB math and reading initiatives to ALL middle schools.</p>	<p>July 2016-June 2020</p>	<p>Lou Maynus</p>	<p>RESA Grant, Step VII</p>	<p>1. Observations of teachers will indicate MDC and LDC strategies are being implemented to improve instruction.</p>
<p>2.2.6 Implement the A-F Rating System in All Kanawha County Schools.</p>	<p>Sept. 2016-June 2017</p>	<p>Assistant Superintendents for Elem. MS, and HS</p>	<p>No additional funds required</p>	<p>Schools will demonstrate an increase in standards alignment through instruction and therefore increase school efficiency status by improving the</p>

				school grade.
2.2.7 Kanawha County Schools will submit a county-wide Reimagining Time Proposal to the WVDE to "reimagine time" on days when school is cancelled due to inclement weather or other reasons.	November - December 2018	Duerring	No additional funds	1. Proposal is approved/WVBOE Agenda; Decrease in number of makeup days needed per school year.
2.2.8 Provide higher expectations for all students by increasing the percentage of students enrolled in and successfully completing Advanced Placement and Honors Classes by 1-2% annually.	August 2016-June 2020	Ruddle, Principals	No additional funds for school system or school	Increase of 1-2% of students earning college credit; ZoomWV Course Schedules, College Board Data for AP exams; and identified CTE program completers earning industry credentials.
2.2.9 Schedule advisory time for all students in 100% of Kanawha County High Schools.	August 2016-June 2017	Counselor, Principal	No additional costs	Advisory Time appears in schedule for all students.
2.2.10 Continue emphasis on early childhood education through access to Pre K for all four year olds, and provide a comprehensive literacy program for all students in Grades K-3, with 90% proficiency for all third grade students by 2020, as measured by the Smarter Balanced Test and NAEP county-based results.	Spring 2017-June 2020	Bob Calhoun	Literacy Grant	90% of third graders are proficient in reading by spring 2020 on the Smarter Balanced Assessment and 4th grade NAEP results.
2.1.7 Pilot purchased Schoology LMS in identified schools.	July 1, 2016-Jun 30, 2018	L. Sparks	Technology Funds	Pilot schools move successfully from the free version to the full version and utilize with students consistently as the LMS school-wide.
2.2.11 Kanawha County Schools will implement Think Through Math, Math XL, and Math 180 to increase student achievement and support teachers' ability to target instruction, increase and improve math pedagogy and content knowledge.	July 1, 2016 - June 30, 2018	Mark Milam, Lou Maynus, and Kristen Oxley	General Budget	Increased Student content knowledge measured through Think Through Math, Math XL, and Math 180 as assigned.
2.2.12 Content professional development will be provided to identified Mathematics Teachers using the iPad Pro as an instructional too.	November 2016-May 2017	L. Sparks, E. Gayton, Learning 20/20 Team, K. Oxle	Title II	Observations by specialists & Learning 20/20 Team will indicate use of devices; principal observation will indicate success of implementation, Outcome of SB test results

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Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
3.1.1. The KCS webmaster will manage and continuously update the web page and all social media platforms.	August 2016-June 2020	Z. Hanshaw, Superintendent, M-Team	No Additional Costs	KCS Sites and Apps will serve as continuous documentation
3.1.2 The importance of Daily Reading will be promoted in all schools by displaying reading posters.	October 2016-June 2017	Ruddle, Lewis, Specialists	Step VII	Purchase order for Posters is available. Posters are displayed in all schools.
3.1.3 The Staff Development Office will maintain the online calendar for communication with employees.	July 1, 2016-June 30, 2017	E. Gayton	General Budget	Consistent Updates on the KCS Web Page and APP

Goal 4: Kanawha County Schools will attract and retain fully certified, effective teachers in all content areas.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
4.1.1 Kanawha County Schools will advertise nationally for certified teachers through educational publications.	July 1, 2016-June 30, 2017	HR	General Budget	1. All positions will be filled with effective, certified teachers by July 2018.
4.1.2 Kanawha County Schools will hire seven, full-time Beginning Teacher Academic Coaches to support new teachers and those identified for SIPP.	August 1, 2016	Ruddle, Gayton, Porter	Title II & Special Ed Fed Funds	Weekly Schedule, Retention Rate for new teachers, and increase in number of accomplished evaluations.
4.1.2 Kanawha County Schools will implement the approved, alternative certification program for teachers of math, ELA, science, foreign language, and special education.	July 2016-June 2017	Ruddle, Hamric, Gayton	Title II Professional Development, & Gen Budget Salary	Attendance at all required events, Meeting records with academic coaches, and principal evaluations

Goal 5: All Kanawha County Schools will earn a grade of C or higher based on Spring 2017 Smarter Balanced Assessment results.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
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5.1 Kanawha County Schools will develop school support teams for each of the eight schools identified in the state accountability system as a D or F school, and the support team will meet monthly with each identified school.	November 2016-May 2017	Superintendent, Asst. Superintendents, Principal	Step VII, Title I, Title II	Monthly meeting notes from each school support team meeting
5.1.1 Cedar Grove Elementary: The Title I Transformation Specialist will assist the reading teacher with revising her schedule to spend time in 2nd-3rd grade small groups to provide intervention.	January 3, 2017	Principal, Padon, Davies	Title I (no additional funds)	Consistent Walkthroughs and Observation of Reading Teacher following new schedule.
5.1.2 CGES: State standards booklets will be provided again and a BTAC and Elementary Curriculum Specialist will conduct training for the staff on utilizing the standards. This will also be emphasized in the monthly PLC meetings.	September 2016-May 2017	Principal, KCS Curriculum Staff, PLC Facilitators	Title II	Principal walk through of each PLC session; classroom observations to verify implementation, Lesson plans to verify implementation
5.1.3 CGES Teachers will observe in classrooms at Weimer Elementary school during mathematics Instruction to gain understanding of planning and lesson delivery to students .	Between January 3, 2017 - February 17, 2017	Ruddle, Principal, Teachers	Step VII	Observations by principal , elementary Curriculum Specialists, BTAC, and others; Lesson plans indicate lesson indicate effective implementation and strategies.
5.1.4 CGES: Central Office Support team members will meet with the principal to review the revise the school Strategic Plan.	December 2016	Ruddle, Davies, Principal, CGE Leadership Team	Title I, School General Fund	Notes from Support Team Meetings
5.1.5 CGES: The Elementary Reading Specialists from KCS will provide two day writing training to the CGES teaching staff.	January 2017	Principal, Specialist	Title II	Principal will observe classroom writing lessons; Lesson plans will indicate steps in the writing process.
5.1.6 CGES: The Americorp Volunteer will continue to serve students in grades 3, 4, 5, and extra time will be provided to 3rd grade assisting students for an additional hour daily.	January 2017-May 2017	Principal	Title I	Principal monitors schedule and observations in classrooms.
5.1.7 CGES: Second grade teachers will focus on the delivery of math standards using Eureka Math as a supplement to the adopted program.	January 2017-May 2017	Principal, Teacher, School Improvement Specialist	Title I	Principal and Improvement Specialist will observe small group intervention lessons.
5.1.8 CGES: Professional Development on Strategies for Students in Poverty (Rich Teaching, Poor Students) will be provided to the CGES staff.	January 2017	Principal	Title I	Professional Attendance Records will indicate attendance. Principal observations will indicate strategies are being implemented following the sessions.

5.1.9 CGES: The school counselor and the Title I teacher will conduct interim benchmark assessment practice weekly.	January - April 2017	School Counselor, Interventionist, Principal	Title I	Data collected from Interim Assessments.
5.1.10 GCES: The principal will make changes to the monthly monitoring meetings with the teachers being accountable for accessing their own data. The counselor will begin to attend each monitoring meeting.	January - May 2017	Principal, Teachers, Transformation Specialist	Title I	Principal will monitor the data.
5.1.11 CGES: If funds are available, KCS will add an additional reading support person to CGES for grades 3-5. 5.1.12 At the request of CGES teachers, additional PD will be identified that may have a positive impact on achievement at CGES.	July 2017 - May 2017	Superintendent	General Budget	The budget will be monitored and if funds are available, an addition will be made to the CGES staffing letter.
5.2.1 Capital High School: The Math Curriculum Specialist will work with the CHS math department through MDC training and support.	January - May 2017	Oxley, Principal, CAP, Asst. Superintendents	Grant for MDC/LDC, Title II	Principal and CAP observations will verify strategies are implemented to deliver math content standards to students. Verification of staff development records will indicate teacher attendance at PD.
5.2.2 Capital HS: The ELA specialist will work with CHS ELA department to provide support in teaching ELA standards, as opposed to stories, and the BTAC will continue to work with new ELA teachers in the 9th grade wing.	January 2017-May 2017	Principal, CAP, ELA Curriculum Specialist, & BTAC	Title II, School Funds	CAP and Principal Observations will verify standards based instruction is being delivered. Lesson plans will indicate standards based instruction. The teachers will be able to state which standards
5.2.3 Capital HS: The science department will assist the math department in providing intervention to students. Eighty-five students have been identified for math tutoring which will begin in February.	January 2017-April 2017	CAP, Principal, Teachers	School Funds	Student attendance list of math intervention sessions
5.2.4 Capital HS: Students who do well on tests will be awarded an optional start time- the day following the test- and will be able to participate in a Senior Cafe.	January 2017-May 2017	CAP, Principal, Teachers	School Funds	The CAP will monitor student academic tests and attendance at review sessions.
5.2.5 Capital HS: The KCS HR Department will continue to identify teachers fully certified in Mathematics for all high schools, including CHS.	January 1, 2017- June 30, 2020	HR Director and Specialists	General Budget	Determine the number of fully certified math teachers who are teaching in KCS and continue to increase the number annually until 100% is met.

5.2.6 Capital High School will research possible ways to schedule an intervention period with the school day.	January 2017-June 2018	CAP, Teachers, Asst. Superintendent	To be determined	Notes or minutes from meetings during which scheduling is discussed.
5.2.7 Capital High School will continue to use IBA interim assessments to monitor student growth.	January 2017-May 2017	CAP, Principal, Teachers	School Funds	Student data from the IBA assessments will indicate if growth is taking place.
5.3.1 Edgewood Elementary: Teachers will continue to monitor data annually to determine what trends exist, if any.	September 2016-June 2020	Principal, Teachers	No additional costs	Multiple year data will exist.
5.3.2 The Edgewood Administration will continue to work with HR to recruit effective teachers at all grade levels.	January 1, 2017 - June 2020	Principal, Assistant Superintendent, HR	General Budget	All teachers will be effective based on full certification, observations/evaluations, and student growth.
5.3.3 Edgewood: Reading Intervention for students in the primary grades will be determined through use of the QPS.	August 2016-June 2017	Teachers, Interventionist, Principal	Title I, School General Fund	Base scores will identify students for intervention and reading improvement will be monitored by comparing the initial QPS with follow up screenings through the QPA quarterly.
5.3.4 Edgewood: Teachers will use Eureka Math and ST Math for instruction.	August 2016-May 2017	Asst. Superintendent, Principal, Teachers	No additional funds	Principal Walkthrough, Lesson Plans, time on ST math
5.3.5 Edgewood: Students will continue use of Achieve 3000 to increase reading comprehension.	August 2016-May 2017	Principal, Teachers	Title I	Student Data from Achieve 3000
5.3.6 Edgewood: Students will complete the ICA in January 2017 and teachers will use it as a teaching tool, and students will complete the Interim Benchmark Assessments on a regular basis.	August 2016-May 2017	Asst. Superintendent, Principal, Teachers	No additional funds	Data from both the ICA and Interim benchmarks will be used to identify areas of instruction needing support and growth.
5.3.7 Edgewood: The BTACs will continue to assist new/beginning teachers at Edgewood weekly with instructional strategies, classroom management, and teaching the WV content standards.	August 2016-May 2017	Gayton, Principal, BTAC	Title II	BTAC documentation/observation records
5.3.8 Edgewood: Teachers will use Smarty Ants with 3rd grade students.	August 2016-May 2017	Principal, Teachers, Specialist	General Budget	Principal & Specialist Walkthrough
5.4.1 Pratt Elementary: The principal will work to build a cohesive school climate.	November 2016-May 2018	Asst. Superintendent, Principal, Teachers	No additional funds	Gallup Q12 Teacher Engagement scores will increase to identify growth in climate; School Climate Survey will indicate improvement in a cohesive climate & culture.

5.4.2 Pratt: The elementary curriculum specialist, Bobbi Lewis, will provide a two-part writing workshop in February 2017 and a close reading workshop to Pratt Elementary Teachers prior to the writing workshop.	December 2016-March 2017	Principal, Specialist, Teachers	No additional funds	Attendance records at the close reading and writing sessions, Principal walkthroughs to observe implementation of skills gained through workshops, and lesson plans indicate close reading and writing
5.4.3 Pratt: The WVDE will provide a diagnostic visit to Pratt Elementary and data will be utilized for school improvement.	November 2016-MAY 2017	WVDE, Asst. Superintendent, Principal	No additional funds	Data will be available from the diagnostic visit and shared with teachers/staff to determine areas needing improvement.
5.4.4 Pratt: ICA/IBA will be administered to students with data used to improve instruction.	October 2016-May 2017	Principal, Teachers	No additional funds	assessment data will eb available to use for monitoring and planning instruction.
5.4.5 Pratt: Change classroom schedules to meet students needs as necessary.	December 2016-May 2017	Principal	No additional funds	Revised master schedule indicates changes.
5.4.6 Pratt: 20 additional Mindplay licenses will be purchased to accommodate additional students.	December 2016-May 2017	Principal, Padon, Davies	Title I	Time and number of students utilizing Mindplay will document use.
5.4.7 Pratt: Teachers will delve into the standards and plan during PLCs to increase instructional rigor of the standards through blended learning strategies.	January 2016-May 2018	Principal, PLC Facilitators	Title II	Notes from PLC meetings, Lesson Plans, Principal Walkthroughs and observations
5.4.8 Pratt: Teachers will observe at another elementary school to determine how to improve instructional engagement and student time-on-task/scheduling.	November 2016	Principal, Teachers	No additional funds	Principal Walkthroughs will verify student engagement and on-task behavior.
5.4.9 Pratt: Teachers will participate in DIBELS monitoring meetings to regroup students for intervention.	November 2016-May 2017	Principal, Teachers	Title I (Subs)	Dibels Monitoring Schedule will serve as documentation.
5.5.1 Midland Trail: RESA III will conduct IPI Walkthroughs, and MT staff will participate debriefing in order to develop a student academic engagement plan.	Fal 2016	Principal, Teachers	No additional funds	Consecutive IPIs will show increase in Level 5 and 6 instruction and decrease in level 0-2 instruction.
5.5.2 Midland Trail: Teachers will observe another teacher at MT or at another school conducting math instruction.	January 2017-May 2017	Principal	Step VII (Subs)	Principal walkthroughs will verify implementation of strategies observed.
5.5.3 Midland Trail: The new math interventionist has overhauled intervention and will use math centers and a 2x2 rotation to meet the needs of students served in grades 3-5.	August 2016-May 2017	Principal, Interventionist	General Budget	The interventionist and group composition and schedule will serve as documentation.

5.5.4 Midland Trail: Teachers will identify the bottom 25% of students who will attend an extra intervention block.	October 2016-May 2017	Principal, Interventionist	No additional funds	An increase in student benchmark assessments will serve as documentation along with the students identified and schedule for the additional intervention block.
5.5.5 Midland Trail: The elementary curriculum specialist will conduct a workshop on close reading and on the writing process for MT teachers.	January 2017-May 2017	Principal, Specialist	Title II	Lesson Plans and Principal walkthroughs will verify that teachers are implementing strategies from the workshops.
5.5.6 Midland Trails: The principal will closely monitor lesson plans and library time.	October 2016-May 2017	Principal	No additional funds	Principal is able to articulate what he sees in lesson plans and makes notes on lessons plans to assist teachers in improving plans.
5.5.7 Midland Trail: ?? Four teachers will become certified in IPI and will conduct quarterly walkthroughs.	January 2017-May 2017	Principal	General Budget	Training certification will serve as documentation along with data from IPI sessions.
5.5.8 Midland Trail: The elementary math specialist will model lesson in "real world math" with the MT staff.	October 2016-May 2017	Principal	Title II	Lesson plans will identify strategies from the real world math modeling sessions and walkthroughs by the principal will document implementation.
5.5.9 Midland Trail: Data from interim assessments and SMI will be utilized for planning and shared at the next support team meeting.	February 2017	Asst. Superintendent, Principal	No additional funds	Data will be available to review.
5.6.1 MCSWSE: The school will continue after school intervention program for students in grades 3-5.	October 2016-May 2017	Principal/CAP, Teachers	Title I	Identified teachers provide intervention to students with a roster of students attending the after school program serving as documentation.
5.6.2 MCSWSE: BTACs will continue to work with the large number of new teachers at MCSWSE.	August 2016-May 2017	Gayton, BTACs, and Principal	Title II	Documentation provided through observation notes and the BT schedules.
5.6.3 MCSWSE: An additional assistant principal will work with curriculum.	November 2016-MAY 2017	Principal	No additional funds	The assistant's principal's schedule will reflect working with instruction as opposed to discipline.
5.6.4 MCSWSE: Data will be shared with students and students will chart their own progress throughout the school year.	December 2016-May 2017	Principal/Curriculum Principals	No additional funds	Students data notebooks will be available and students will be able to explain their growth.
5.6.5: MCSWSE: Second grade classrooms will be combined with two co-teachers.	January 2017	Principal, Teachers	No additional funds	Principal walkthroughs will indicate increased student engagement and time-on-task; BTACs will continue to work with second grade teachers.

5.6.6 MCSWSE: Professional Development will be provided to all teachers on building school culture and climate.	March 2017	Principal	Title I	Attendance records from the professional development will be used as documentation. The principal will be able to identify subtle changes in climate through the walkthrough process.
5.6.7 MCSWSE: The principal and assistant curriculum principals will implement an acceptable Title I model and the assistant principals will monitor it.	December 2016 - May 2017	Principal, Assistant Principals	Title I	Consistent Observations and Title I Schedules will serve as documentation.
5.6.8 MCSWSE: The school and community will study the possibility of switching back to a traditional school calendar to improve attendance.	January 2016-April 2017	Principal	no additional funds	Notes from Community meetings, staff meetings, and the staff survey will indicate if there is a belief that the calendar change will improve attendance. If so, it will continue to be monitored.
5.6.9 MCSWSE: Teachers will use the Journeys Reading Program instead of the EL literacy component.	January 2017-May 2017	Principal and Assistant Principals, Teachera	No additional funds	Lesson pland and classroom walkthroughs/observations will serve as documentation.
5.6.10 MCSWSE: Additional Mindplay licenses will be provided to the school. See MCSWSE continued below.	February 2017	Bob Calhoun and Principal	Title I	Additional Mindplay accounts have been accessed and document an increase of use and academic progress.
5.7.1 South Charleston Middle: The school will implement a longer time period to conduct Smarter Balanced Testing.	April - May 2017	Principal & Counselor	No additional funds	The test schedule will reflect a longer time period.
5.7.2 South Charleston MS: Teachers will celebrate short term student academic progress throughout the year.	August 2016-May 2017	Principal	School General Funds	IBA data will indicate short term gains and celebrations scheduled.
5.7.3 South Charleston MS: Student work will be displayed in the hallways and classrooms to document its importance and improve the appearance of the school.	August 2016-May 2017	Asst. Superintendent, Principal and teachers	No additional funds	School Walkthroughs will document student work is present.
5.7.4 South Charleston MS: The school will institute a school-wide culture of PBL through Professional Learning Communities.	August 2017-May 2018	Principal, Teachers	School Funds	Lesson plans, joint planning, and classroom and building walkthroughs will verify the school is building a positive culture and focusing on PBL.
5.7.5 South Charleston MS: The librarian (certified in math) will be part of the math intervention team and provide intervention to 125 students.	January 2017-May 2017	Principal, Teacher	School Funds	Intervention rooster, plans, and schedule will serve as documentation.
5.7.6 South Charleston MS: Each student will set his or her own learning goals	January 2017-May 2017	Principal and teachers	No additional funds	Student learning goals are available for review.

5.7.7 South Charleston MS: Think Through Math and Read Theory will be used for student goal setting and will provide extra practice to students throughout the school year.	September 2016-May 2017	Principal, Teachers	General Budget	Student goal setting and self monitoring will indicate growth in reading and math.
5.7.8 South Charleston MS: A plan will be put in place to recognize and reward students for improved academic performance.	February 2017-May 2017	Principal	no additional funds	Documentation of those at recognition ceremony.
5.7.9 South Charleston MS: The MS/HS Math Specialist will work with the sixth grade team to improve instruction.	January 2017-May 2017	Principal, Specialist, Asst. Superintendent	Title II	Walkthroughs will reflect embedded professional development has taken place.
5.1.13 CGES will increase their iPad ratio by 20 additional iPads for students use.	January 2017	Principal	State Legislature	Lesson plans and classroom walkthroughs will indicate instructional use by students.
5.1.14 CGES: Training on teaching fractions will be presented to CGES teachers.	March 2017	Principal	No additional funds	5.1.13 CGES: Training on teaching fractions will be presented to CGES teachers.
5.1.15 CGES: Teachers in 1st and 4th grade will use Eureka Math.	January 2017-May 2017	Principal, Teachers	Title I, School General Fund	Principal Walkthrough, Lesson Plans
5.1.16 GCES: Two primary teachers will visit a classroom at Belle Elementary to observe Saxon lessons.	January 2017	Principal, Teachers	No additional funds	Principal walkthroughs and teacher lesson plans will document that teachers are successfully planning and implementing Saxon lessons.
5.1.17 CGES: Teachers will provide instruction on the five paragraph essay, and student writing will be posted on Class DOJO. 5.1.18 CGES: Training on teaching fractions will be presented to CGES teachers.	January 2017-May 2017	Principal, Teachers	No additional funds	Observation of writing process and student writing samples available; walkthrough duering math instruction and lesson plans document strategies presented during the training are being implemented.
5.2.9 Capital HS: Provide BTAC to work with the certified math substitute for the remainder of the year.	February 2017	Principal, Staff. Dev/BTAC	Title II	BTAC schedule will document assistance is provided as needed.
5.2.10 Capital HS: Teachers will use the IBA and compare pre and post tests to plan instruction based on student needs.	January 2017-May 2017	Principal, Teachers	No additional funds	Pre and post test data will indicate areas of need and lesson plans and walkthroughs will indicate identified skills and standards are being taught.
5.2.11 CapitalHS: Schedule SB Testing so teachers will test their own students, and students will therefore have more buy-in to the testing process.	April- May 2017	Principal, CAP	No additional funds	The test schedule and outcome will serve as documentation for monitoring.

5.2.12: Capital HS: A CTE Concentration on Law Enforcement will be added.	2017-2018	Asst. Superintendent, Principal	CTE	Student schedules will verify that the CTE cluster has been added.
5.2.13 Capital HS: Two Dual Credit Courses in Communications will be added.	2017-2018	Asst. Superintendent, Principal	CTE	Master Schedule will indicate the dual credit courses are in place.
5.3.9 Edgewood: The school will conduct a school-wide PBL to refresh their focus on blended learning.	January 2017-March 2017	Principal, Teachers	School Funds	Classroom walkthroughs and PBL plans will serve as documentation for monitoring.
5.3.10 Edgewood is researching the idea of writing an Apple Immersion grant.	February 2017-March 2017	Principal, Leadership Team	No additional funds required to research the possibility.	Information is gathered and a decision is made to either attempt grant funds or not.
5.3.11 Edgewood: The school will focus on short term SMART goals instead of long term goals so quick wins can be achieved.	January 2017-May 2017	Principal, PLCs/Teachers	No additional funds	New goals are written and implemented with follow up data shared among the staff.
5.3.12 Edgewood: The school will maintain a large data wall that includes both QPS and DIBELS Data.	January 2017-May 2017	Principal, Teachers	No additional funds	Students are able to see their personal growth on the data wall.
5.3.13 Edgewood: The teaching staff is researching Eureka Math and will visit other schools to determine if it meets their student needs.	January 2017-May 2017	Principal, Teachers	TBD	Notes from Support Team Meetings and observations at other school.
5.3.14 Edgewood: The Title I Team will work on improving parent communication.	January 2017-May 2017	Title I Team, Principal	No additional funds	A new parent communication plan is in place and effectively reaching parents.
5.3.15 Edgewood: The Leadership Team will begin setting new goals.	January 2017-May 2017	Leadership Team, Principal	TBD	Goals for 2017-2018 will be documented by May 2017.
5.4.10 Pratt: Extended day instruction is being provided to the identified, academic bottom 25% of students.	January 2017-May 2017	Principal, Teachers	Title I	Lesson plans and student attendance records will serve as documentation for monitoring.
5.4.11 Pratt: The school is determining whether or not breakfast in the classroom will increase instructional time.	August 2017	Principal, Teachers, Cafeteria Staff	Child Nutrition	Results of the time study will serve as monitoring documentation.
5.4.12 Pratt: Teachers are researching use of ReadWorks.com as a possible replacement for Achieve 3000 if necessary.	February 2017-August 2017	Title I Staff, Principal, Teachers	School Funds, Step VII	Outcome of eligibility for Title I Services will determine if the school changes to ReadWorks or not.
5.4.13 Pratt: The assigned BTAC and specialists will continue working with new teachers.	August 2016-June 2017, and beyond.	August 2016-June 2017, and beyond.	Title I, Title II	Specialist and BTAC schedules will provide documentation for monitoring.
5.5.10 Midland Trail: Monthly Monitoring Meetings will continue to focus on standards and skill sets.	August 2016-May 2017	Principal, Teachers	No additional funds	Data reports from monitoring meetings will be proof of monitoring.

5.6.11 MCSWSE: KCS will provide leveled readers to MCSWSE for instructional with students, if funding permits.	February 2017	Principal, Asst. Superintendent,	KCS GB or Title I	Lesson plans, Classroom Walkthroughs, Observations will serve as documentation for monitoring.
5.6.12 MCSWSE: A lesson plan form will be developed to document Title I co-teaching in classrooms	February 2017	Principal	No additional funds	Th elesson plan form to be used by Title I teachers will serve as documentation for monitoring.
5.6.13 A volunteer schedule will be developed to document who is in classrooms working with students at all times.	February 2017	Principal/Counselors	Title I, Grant Funds, State funds	The schedule will serve to monitor when volunteers are working with students.
5.6.14 MCSWSE: Training on the program, Magic Buttons, will be provided to school counselors at MCSWSE.	2017-2018	Asst. Superintendent, Principal, Counselors	General Budget	Implementation of program
5.6.15 MCSWSE: Teachers will be trained on using the IAB will use the IBA to determine student benchmarks/academic needs, and will plan instruction based on the data from the IABs.	January 2017-May 2017	Teachers, Counselors, Principal	No additional funds	A schedule of when IABs are administered and follow-up data meetings to plan instruction based on the IAB data will serve as documentation of monitoring, along with principal walkthroughs to monitor i
5.7.10 SCMS: A School Culture Typology will be conducted with results applied to improve school culture following the data analysis.	February 2017	Principal, Teachers	School Funds	Data will be analyzed following the completion of the Culture Typology. and activities/process will be implemented to improve culture.
5.7.11 SCMS: Jon Duffy will train the sixth grade team on analyzing interim assessment data.	January 2017	Principal, Teachers, Test Coordinator	No additional funds	Scheduled training and documentation of those in attendance.
5.7.12 SCMS: The Principal will lead/facilitate weekly data analysis sessions with each grade level team to inform lesson planning.	February 2017 - May 2017	Principal, Teachers	No additional funds	Notes from the monitoring meetings and implementation of instruction that supports data will serve as monitoring documentation and will be available to the Assistant Superintendent for MSs weekly. .
5.7.13 SCMS: A diagnostic assessment visit by the WVDE will be conducted at SCMS.	March 2017	WVDE Staff, Asst. Superintendent, Principal	No additional funds	The diagnostic assessment will be scheduled and results utilized to improve instruction and climate.

SECTION IIIB - PROFESSIONAL DEVELOPMENT NEEDS - What skills or knowledge are needed to accomplish your goals?

PROFESSIONAL DEVELOPMENT:

What skills enhancements/developments needs to occur to accomplish your goals? (Professional Development should be aligned with your beliefs, your mission, the self-study analysis, goals, action plan and any other local/state/federal compliance considerations).

Identify strengths and weaknesses as determined by the educator evaluations system and explain how these findings guide your professional development.

1. Any teacher identified as a teacher needing direct support for improving professional practice will be enrolled in the SIPP program, at the request of an Assistant Superintendent or Principal. Recommendations to SIPP may be made by the appropriate content curriculum specialist if approved by the Assistant Superintendent. Teachers may be identified for SIPP as a result of the following: a.) All Beginning Teachers certified after 1992 who have not successfully completed a Beginning Teacher Induction Program in WV. b.) Teachers who have switched positions (for example, PE to classroom, elementary to MS/HS math, etc.). c.) Teachers on permit or out-of-field authorization. d.) Teachers with gaps in employment as a professional educator or employment inconsistent with their new assignment. e.) Teachers with less than five consecutive years of successful out-of-state classroom experience. f.) Teachers identified through the educator evaluation system and/or observations. g.) Any teacher placed on a focused support plan. Teachers identified as needing Support for Improving Professional Practice who are not Year 1 or Year 2 teachers are: 1. Assign an academic coach for support, modeling, and assistance to improve instruction, classroom culture and management, strategies for collaboration; and 2. assign to attend other relevant professional development, for which the teacher enrolled in SIPP will be compensated (prorated). 3. Content based professional development will be delivered by the expert content curriculum specialists or identified online learning platforms to support teachers in order to move from Emerging to Accomplished or Accomplished to Distinguished. 4. Learning 20/20 and implementation of the SAMR scale will provide opportunities for increased student engagement and collaboration to further the ranks of accomplished and distinguished teachers. 5. Beginning teachers will be provided with Academic Coaches and Professional Development to provide the teachers with opportunities to be successful as emerging, accomplished, or distinguished beginning teachers. 6. Aspiring Administrators will be provided with professional development on the WV Leadership Standards and Standards for High Quality Schools, therefore preparing future instructional leaders to serve as principals. 7. Each school has designated PLC leaders who meet with colleagues in monthly school-based PLCs to improve professional practice through goal setting based on a variety of sources of student data. PLC leaders are provided with district wide training annually. 8. Teachers in residence will be provided with an academic coach but may not be able to participate in other PD if it interferes with their student teacher duties. 9. Teachers seeking alternative certification will participate fully in the Beginning Teacher Induction Program and will attend all Professional Development that is included in the beginning teacher program and will be assigned an academic coach for two consecutive years. In addition, teachers seeking alternate certification will attend two semester-long graduate classes, blended learning and student personalized learning.

Beginning Teachers (Years 0-2)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Year 1 Beginning Teachers will be provided with a week long Instructional orientation that focuses on classroom procedures, instruction, and classroom management, as well professional development delivered through a blended learning process. Embedded professional development will be provided by an academic coach bi-weekly and the content curriculum specialists.	July 25-29, 2016-September 16 (Makeup Orientation)	Year 1 Teachers	Face to Face Blended Study	Title II
Both Year 1 and Year 2 Beginning Teachers will be provided with instructional support through an academic coach who will visit them weekly to model lessons, & assist with planning & instructional design.	July 1, 2016-June 30, 2017	Year 1 and Year 2 Beginning Teachers	Blended Study Face to Face	Title II
Year 1 and Year 2 teachers will be included in all professional development identified for experienced teachers as well as the program for new teachers and academic coach assignment.	July 25, 2016-June 30, 2017	New Teachers and Teachers Identified for SIPP	Face to Face Blended Study	A variety of sources identified below.
Year 1 Beginning Teachers will complete full day and evening professional development. Sessions will include classroom management, working with	July 25, 2016-May 30	Year 1 and 2 Beginning Teachers,	Face to Face	Title II

parents, content followup, special education law and policies, blended learning, SPL, John Strebe Strategies, Growth Mindset, and more.

2016-May 2017

Those experienced

Blended Study

Title II

Experienced Teachers (3+ Years)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. Experienced teachers (3 + yrs) may be identified for support through SIPP/academic coaching based on: 1. Transfer from one position or level to a new,very different position or level; 2. A consistent gap(s) in employment as a teacher; 3. Instructional observations indicate need for support; 4.*being placed on a focus support plan or corrective action plan; 5. Other issues that indicate a need for support to improve professional practice in instruction, management, or class climate.	July 1, 2014-June 30, 2020	Experienced Teachers	On-line Study Face to Face Blended Study	Title II Funds
2. All Experienced Teachers (3+ years) will be included in SIPP through ongoing professional development at the district and school level, and will include 100% of teacher participation in PLCs.	August 3, 2016-June 30, 2017	Teachers	Blended Study Face to Face	Title II, Step VII, Title I, School Funds
3. All PLC Facilitators will participate in two PLC Facilitator Trainings that will focus on the continued WHY, WHAT, and HOW of Blended Learning through live sessions in September and November, and through a Schoology Course, followed by PLC Facilitators conducting school-based PLCS .	September 2016-My 2017	PLC Facilitators	Face to Face Blended Study	Title II, Step VII
4. Experienced teachers will actively participate in ongoing professional learning in core content and instructional delivery strategies	September 2016-May 2017	K-12 Teachers	Blended Study Face to Face	Staff Development Funds; Title II Funds; Step VII
5. Ongoing, embedded professional development will take place in all schools on infusing technology through the Learning 20/20 i-Pad Team. Time will be scheduled in each school for modeling use of technology, providing assistance as teachers deliver the lessons, and additional coaching.	July 2014-June 2020	Teachers	On-line Study Face to Face Blended Study	Technology Funds, Apple Contract Agreement
6. Training on the IPI technology component will be provided to middle school teams.	July 2015	Middle School Teacher Teams	Face to Face	Title II
7. A variety of technology professional learning sessions will be made available to all teachers with summer expeditions/sessions and weekly evening sessions offered by the Vanguard (Learning 20/20) Team with some sessions offering optional graduate credit.	July 1, 2014-June 2020	All Teachers	Blended Study Face to Face On-line Study	Title II (Facility), Tech funds
8. Teachers who display need for assistance in instructional delivery, classroom				

management, and (WV) professional teaching standards will be included in the SIPP process and assigned an academic coach to mentor, model strategies, assist with planning, model appropriate climate strategies, etc.	July 2014-June 2020	Experienced Teachers Identified for Support	Face to Face Blended Study	Title II
9. All professional and service personnel, experienced and new, will complete the 6 hour, annual online Safe Schools Staff Development on bullying, safe schools, relating to parents, safety practices, sexual harassment, etc.	July 1, 2016-June 30, 2017	All professional and Service Employees	On-line Study	Professional and Service Staff Development Funds
10. PLC Leaders will unpack the College and Career Readiness Standards through various hands-on activities and will then delve into the standards with their school-based PLCs to guarantee all teachers are basing instruction on the current standards.	September 2016-June 30, 2017	Teachers	Blended Study On-line Study Face to Face	Step VII, State Funds, Staff Development Funds, Step VII Funds
11. All teachers will be provided with online professional development on working with ESL students.	July 1, 2015-December 2020	Teachers	On-line Study Face to Face Blended Study	Staff Development Funds
13. Identified Professional Development Offerings (such as the two week Carnegie Math Academy, Technology Conference, Blended Learning, SPL, SIPP I and II and BEST programs for BTs, etc.) MAY provide optional graduate credit if approved by the college/university at a reduced cost of \$325.	July 1, 2016-June 30, 2017	Teachers	On-line Study Face to Face Blended Study	Title II, Professional PD Funds

Student Teachers

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Student Teachers may be hired as Teachers in Residence through an agreement with an approved college or university and will be assigned an academic coach/mentor.	July 1, 2016-June 30, 2017	Student Teachers	On-line Study Face to Face Blended Study	General Budget; Title II (Academic Coach Only)

Other Staff (administrators, counselors, paraprofessionals, academic coaches, etc)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. Teachers aspiring to be administrators will apply for the KCS Leadership Academy, which will focus on the WV Leadership Standards and Standards for High Quality Schools, in preparation to become quality instructional leaders. A new format will be put	July 1, 2016-June 30, 2017	Teachers who aspire to be administrators	On-line Study Face to Face	Title II

into place in 2016-2017 allowing participants to select choice sessions for part of the day so they can choose content based on their needs			Blended Study	
2. Principals and Assistant Principals will attend leadership series sessions every other month and curriculum meetings on on the off-months.	July 1, 2015-June 30, 2016	Principals & Assistant Principals	On-line Study Face to Face Blended Study	Step VII, Title II
3. Kindergarten and Pre K aides will be provided with opportunities to complete classes leading to paraprofessional certification.	July 1, 2014-June 30, 2016	Classroom Aides	Blended Study On-line Study Face to Face	General Budget, Title II, Limited Service SD funds
4. New counselors at the elementary, middle, and high schools will be provided with a mentor.		Counselors	Face to Face	Student Support
5. Beginning Teacher Academic Coaches will attend the following training to improve effectiveness as academic coaches: Leadership and Life Potential; WVCPD Mentor Training; Academic Coaching (SREB Model), Technology Training	July 1, 2014-June 30, 2016	Retired tchrs serving as part-time acad coaches	Face to Face Blended Study	Title II

Meeting Highly Qualified Teachers Compliance

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. Kanawha County Schools will provide support for teachers seeking alternate certification in math, science, ELA, and Special Education through the BEST program and an assigned academic coach throughout years 1 and 2 of the teaching career.	July 1 2016-June 30, 2018	Alternative Certification	On-line Study Face to Face Blended Study	Title II OES

Professional Development

Action Step	Timeline	Target Audience	Desired Method	Funding Source
1. A July 2016 administrative conference will be held to address numerous leadership and instructional topics identified in this document.	July 28-29, 2016	Principals and Teachers	Face to Face Blended Study	Step VII, Professional Development Funds
2. Continuous professional development sessions and ongoing workshops will be held throughout the 2016-2017 school year to assist in implementation of action steps in this document.	July 1, 2016-June 30, 2017	All Professional Staff	On-line Study Face to Face Blended Study	Variety of Funds such as Title II, Step VII, Technology Funds, General Budget