

Measurements of Annual Action Plans: “What We Do To Improve”
WEST NORTHFIELD SCHOOL DISTRICT #31 STRATEGIC PLAN IMPLEMENTATION SCORECARD

GOAL 3 - PROFESSIONAL PRACTICE
Updated August, 2018

- Blue** Action Plan completed and implemented with efficacy.
- Green** Action Plans established to meet goals are on track.
- Yellow** One or two steps of the action plan may not be met according to the timeline, but sufficient progress to ensure timely completion has been made.
- Orange** One or more action plan steps are not being completed as planned which may result in the plan not being completed. Immediate actions are being taken to address this potential delay.
- Red** One or more strategies cannot be completed as originally planned and an alternative plan is being developed. The action plan or strategy is being abandoned and replaced by a new action plan or strategy.

2015-2016 Action Plan Target	2015-2016 Action Plan Status	2016-2017 Action Plan Target	2016-2017 Action Plan Status	2017-2018 Action Plan Target	2017-2018 Action Plan Status	2018-2019 Action Plan Target	2018-2019 Action Plan Status
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Goal 3: Professional Practice

District #31 will achieve a supportive and positive work environment where collaborative structures and processes are used to ensure shared leadership and data-based decision making.

Strategy 7

Deliver proactive and systematic professional development focused on critical areas and provide ongoing implementation support through coaching and other resources.

plan internal and external professional development based on school improvement efforts and staff areas for growth; design interval coaching and arrange for external coaching to support school improvement efforts and individual staff needs		continue providing internal and external professional development and coaching opportunities that support school improvement efforts and staff needs		reflect upon professional development and coaching implemented to date; determine additional/ different professional development and coaching to support school improvement efforts and staff needs and arrange accordingly	Teachers and staff have been provided with a variety of professional development opportunities aligned to the D31 Strategic Plan including on-site and off-site training. Changes and additions have been made to the PD plan throughout the year to address specific needs.	develop and implement a year long professional development plan for 2018-2019 by early fall of 2018 that aligns with the Strategic Plan action plan targets and that builds teachers’ capacity to plan and implement instruction; increase utilization of job embedded professional development	
						K-5: develop a plan for and implement ELA coaching	

Strategy 8

Develop a collaborative leadership structure for shared decision making, including a District Leadership Team (DLT), School Leadership Teams (SLT), and Grade Level / Department Level Teams, which are responsible for the implementation of the Strategic Plan and are held accountable for the achievement of identified goals.

provide training on SLT and DLT hardware (e.g., roles and responsibilities, norms, agendas, and communication)		develop SLT and DLT hardware (e.g., roles and responsibilities, norms, agendas, and communication)		implement and revise SLT and DLT hardware as needed (e.g., roles and responsibilities, norms, agendas, and communication)	Field and Winkelman SLT hardware have been implemented, evaluated, and revised as needed. DLT hardware has been implemented and evaluated. No revisions were needed.		
						create and implement an aligned system of continuous	

						improvement based on the Strategic Plan in which goals and action plans are being developed and implemented (Board, DLT, SLT and PLC)	
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Strategy 9

Establish common Professional Learning Community (PLC) expectations around a focus on learning as the primary agenda element for each meeting.

provide training on the four PLC questions 1. What do we want students to know and be able to do? 2. How are we going to know if they know it and can do it? 3. What are we going to do when students don't know it? 4. What are we going to do when students already know it?		begin implementing PLC questions 1 and 2 1. What do we want students to know and be able to do? 2. How are we going to know if they know it and can do it?		continue to implement PLC questions 1 and 2 1. What do we want students to know and be able to do? 2. How are we going to know if they know it and can do it?	All PLCs have prioritized their standards and have identified when they are going to teach them throughout the year (Question 1). Most teams have started to develop their common assessments to evaluate student mastery of the standards.	continue to implement PLC questions 1 and 2 1. What do we want students to know and be able to do? 2. How are we going to know if they know it and can do it?	
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