



**DEPARTMENT OF TEACHING & LEARNING
IMPROVEMENT PLAN
2012-13**

Department Goal #1:

To develop a plan for more effective use of assessment data in BHM Schools.

District Key Result: All students demonstrating academic growth and success.

Supporting Data (evidence of need): Site principals and leadership teams have developed good skills to analyze large-scale assessment data such as MCA and MAP testing. The training we've engaged in over the past years around site improvement plans has provided us with key strategies to examine student learning needs and next steps at each site. However, we continue to be challenged to dig deeper into the classroom level data to identify root causes for lack of student achievement among some populations and teachers struggle to know how to hold those conversations and to determine next steps. In addition, MAP testing has provided us excellent information on student growth in reading and math, but now that we have used this assessment method and its tools for eight years, it is time to reexamine its value among all grade levels tested and to research other tools available.

Measures:	Targets:
1. BHM Assessment Plan	1. A comprehensive assessment and data use plan will be developed by June 2013.

Strategies	Person(s) Responsible	Timeline
1. Engage principals in the book study "Using Data to Improve Learning for All, A Collaborative Inquiry Approach".	Pam	Oct 2012 - Feb 2013
2. Determine strengths and weaknesses in current assessment tools with principals.	Pam	Nov 2012
3. Examine other quality assessment tools available.	Jack, Jenina, Pam, Principals	Sep 2012-Jan 2013
4. Consider value of Using the Data Process (UDP) training with principals and leadership teams and schedule training for August 2013.	Pam & principals	decision by Feb 2013
5. Develop a BHM Assessment Plan for tools and professional development to guide future direction.	Jack, Pam, principals	by June 2013

6. Implement the assessment plan.	Pam, Jack, principals	August 2013
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To be completed in July:

Accomplished: ___ **Yes** ___ **No** ___ **In Progress**

Actual Results:

Future Steps:



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Department Goal #2:

To expand student choice options by planning for BHS Quest choices and STEM options at BCMS.

District Key Result: Provide more instructional options at the elementary and middle school levels.

Supporting Data (evidence of need): We are in year three of program implementation of Quest, having now expanded to Grades 2-8. As the grade 8 students get prepared to enter BHS in 2013-14, we need to examine the current grade 9 programming and how the needs of the Quest learners can be met within current programming or develop additional options for this group of learners. Now that Tatanka Elementary is a STEM magnet school, we need to provide STEM programming options at BCMS so students and families choosing to continue that path of learning may do so within our own school district.

Measures:	Targets:
1. BHS course options at grade 9	1. Appropriate course options for Quest students exist at BHS by 2013-14.
2. STEM course options at BCMS	1. STEM options are available for students desiring to engage in that pathway are developed and implemented by 2014-15.

Strategies	Person(s) Responsible	Timeline
1. Examine current course options and the learning needs of Quest students to determine programming needs.	Pam, Ed/Laura, Mark	Sep-Nov 2012
2. Develop additional courses as necessary for the course proposal process.	Pam, Mark, Ed/Laura	Nov-Dec 2012
3. Implement new courses as necessary.	Mark	Sep 2013
4. Explore middle school STEM options and how a pathway can be created at BCMS to support STEM learning.	Matt, Pam	Dec 2012-Sep 2013
5. Develop a plan for STEM programming at BCMS.	Matt, Pam, BCMS staff	Sep 2013-Feb 2014

6. Implement STEM programming options at BCMS.	Matt, BCMS Staff	Sep 2014
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To be completed in July:

Accomplished: ___ **Yes** ___ **No** ___ **In Progress**

Actual Results:

Future Steps:



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Department Goal #3:

To re-institute a continuous improvement process for all curricular areas with current personnel and budget resources.

District Key Result: All students demonstrating academic growth and success.

Supporting Data (evidence of need): Budget reductions necessitated the elimination of a curriculum specialist role in Teaching & Learning. As a result, the continuous improvement process was suspended temporarily, focusing only on English Language Arts and math. It is necessary to re-institute an improvement process that includes all departments and all academic areas under current personnel and budget resources.

Measures:	Targets:
1. Continuous Improvement Process	1. A continuous improvement process is re-instituted for all departments and curriculum areas.

Strategies	Person(s) Responsible	Timeline
1. Develop a process and a cycle calendar.	Pam	Aug 2012
2. Identify curriculum lead teachers in secondary departments and meet with them to communicate expectations.	Pam	Aug 2012
3. Monitor, facilitate, and lead improvement efforts in each area.	Pam	Sep 2012 - May 2013
4. Evaluate and adjust for 2013-14.	Pam, Curriculum Leads, Principals	May 2013

To be completed in July:

Accomplished: ___ **Yes** ___ **No** ___ **In Progress**

Actual Results:

Future Steps:



Making a Difference!

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Department Goal #4:

To successfully implement an effective principal evaluation system by 2013-14 and an effective teacher evaluation system by 2014-15 that is in compliance with Minnesota statute.

**District Key Result: All students demonstrating academic growth and success.
Efficient and effective operations.**

Supporting Data (evidence of need): The 2011 Legislature enacted laws that establish principal and teacher accountability. Principal accountability requirements apply beginning in the 2013-14 school year, and teacher accountability requirements apply beginning in the 2014-15 school year.

Measures:	Targets:
1. Principal Evaluation System	1. An evaluation system in compliance with MN statute will be in place for the 2013-14 school year.
2. Teacher Evaluation System	2. An evaluation system in compliance with MN statute will be in place for the 2014-15 school year.

Strategies	Person(s) Responsible	Timeline
1. Seek volunteers for principal evaluation subcommittee.	Pam, Moreen	Oct
2. Develop the revised principal evaluation system with subcommittee members.	Pam, Moreen, Mark, Matt, Tony	Dec, Jan
3. Seek additional input from the K-12 principals to finalize the principal evaluation system.	Pam, Moreen	Feb
4. Report the finalized principal evaluation system to the school board.	Pam, Moreen	Mar
5. Implement the new principal evaluation system.	Pam	July 1, 2013
6. Establish a district teacher evaluation committee.	Moreen, Pam	Nov 2012
7. Hold committee meetings to review legislation, review MDE pilot, and develop local teacher evaluation system.	Moreen, Pam	March 2013-February 2014

8. Report the finalized teacher evaluation system to the school board.	Moreen, Pam	March 2014
9. Provide necessary training to staff as appropriate.	Moreen, Pam	April 2014 and ongoing
10. Implement the revised teacher evaluation system.	Pam, Moreen, Principals	July 1, 2014

To be completed in July:

Accomplished: ___ **Yes** ___ **No** ___ **In Progress**

Actual Results:

Future Steps: