



**DEPARTMENT OF TEACHING & LEARNING
IMPROVEMENT PLAN
2013-14**

Department Goal #1:

To create conditions for effective use of assessment data in BHM Schools.

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

Supporting Data (evidence of need): We have several initiatives in progress aimed at increasing the effectiveness of use of assessment data. During this age of accountability, teachers and administrators are finding a struggle in balancing the emphasis of external accountability with a desire to inspire innovation and risk-taking to create meaningful learning experiences for students relevant to their lives. Both teachers and administrators express a need for better understanding of assessment data--both standardized and local classroom assessments--and multiple strategies to utilize to increase the level of student achievement demonstrated.

Measures:	Targets:
1. Site leadership team surveys	1. Site leadership teams will express better access to effective assessment data, and knowledge of strategies to utilize in making instructional decisions.

Strategies	Person(s) Responsible	Timeline
1. Implement the Performance Series testing and train principals and teachers on appropriate data use.	Pam, Jack	Sep 2013 - Nov 2013
2. Implement the TIES iCue and Data Warehouse system and train staff.	Pam, Jack, Jenina, Ed	Aug 2013-Jan 2014
3. Develop common assessments aligned with state standards and benchmarks at elementary in math, science, and English language arts.	Elementary Curriculum Teams -- Literacy, Math, Science	Oct 2013-May 2015
4. Develop common assessments aligned with state or local standards and benchmarks at secondary for all required courses.	Course level teams	2013-14 school year
5. Recommend a revised Graduation Requirements policy for BHM due to legislative changes.	Pam, Jack, Mark	Dec 2013
6. Arrange for Collaborative Inquiry training for site	Pam	Dec 2013

data teams and district staff with Research for Better Teaching for the 2014-15 school year.		
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To be completed in July:

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

Actual Results:

Future Steps:



Making a Difference!

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

Department Goal #2:

To expand student choice options by planning for STEM options at BCMS.

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

Supporting Data (evidence of need): 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:
2. STEM course options at BCMS	1. STEM options are available for students desiring to engage in that pathway are developed and implemented by 2015-16.

Strategies	Person(s) Responsible	Timeline
1. Explore middle school STEM options and how a pathway can be created at BCMS to support STEM learning.	Matt, Pam	Nov 2013-May 2014
2. Develop a plan for STEM programming at BCMS.	Matt, Pam, BCMS staff	By Nov 2014
3. Implement STEM programming options at BCMS.	Matt, BCMS Staff	Sep 2015

To be completed in July:

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

Actual Results:

Future Steps:



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

Department Goal #3:

To define the roles and responsibilities of the four part-time CIP secondary curriculum leads in English, Math, Science, and Social Studies within the continuous improvement process.

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

Supporting Data (evidence of need): The school board supported the addition of part-time personnel in Teaching & Learning to support the continuous improvement process re-instated during the 2012-13 school year. These positions are new positions under a new model of supporting the CIP work at the secondary level, so the tasks and activities of each of the positions needs to be defined for all stakeholders. This is only the second year of the full continuous improvement process being re-instated, so there are several adjustments yet to be made to determine a sustainable process.

Measures:	Targets:
1. CIP Secondary Curriculum Lead Reflections	1. By the end of 2013-14, the four CIP curriculum leads will report a well-defined role consistent with the CIP work.

Strategies	Person(s) Responsible	Timeline
1. Outline general vision of roles and responsibilities with CIP secondary curriculum leads.	Pam	Aug 2013
2. Meet individually each month with the four CIP leads to monitor progress, problem-solve, answer questions, and continue to define roles and responsibilities.	Pam	Sep 2013 - May 2014
3. Meet jointly with CIP leads and T&L department once per month to collaborate, network, problem-solve, and make connections with work across department members.	Pam	Sep 2013 - May 2014
4. Craft a document outlining the specific roles and responsibilities of CIP curriculum leads.	Pam, CIP Curriculum Leads	March 2014

5. Gather CIP lead reflections at the End-of-Year Reflection meeting to evaluate and adjust for 2014-15.	Pam	May 2014
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To be completed in July:

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

Actual Results:

Future Steps:



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

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 new principal and teacher accountability requirements. The principal evaluation for BHM was revised in 2012-13 and meets statutory requirements. This revised evaluation system is in place for 2013-14. The new teacher accountability requirements apply beginning in the 2014-15 school year.

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

Strategies	Person(s) Responsible	Timeline
1. Establish a district teacher evaluation committee.	Moreen, Pam	Nov 2012
2. Hold committee meetings to review legislation, review MDE pilot, and develop local teacher evaluation system.	Moreen, Pam	March 2013- February 2014
3. Report the finalized teacher evaluation system to the school board.	Moreen, Pam	March 2014
4. Provide necessary training to staff as appropriate.	Moreen, Pam	April 2014 and ongoing
5. 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: