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# Collaboration Grant

## 2016-2017

— “Where ALL staff believe they —  
make an impact in students’  
academic and personal successs”

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# Professional Development

## Long term goal:

By 2017-2018, 75% of Sheridan teachers will describe district-based Professional Development as aligned, meaningful, and relevant to their needs.

## Goals in 2016-2017:

- By June 2017, 100% of staff will have taken part in at least 4 strands of Professional development that they chose.
- By June of 2017, TELL survey data will show a 20% increase in teachers' beliefs that professional development is differentiated to meet their needs. (Q. 8.1e)
- By June of 2017, TELL survey data will show a 25% increase in the teacher's' belief that professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices. (Q. 8.1i)
- By June of 2017, 30% percent of Sheridan teachers will have participated in a significant form of peer to peer learning including participation in the mentor program, working with the instructional coach or participating in peer to peer learning.

# Evaluation

Long term Goal:

By 2017-2018, 85% of Sheridan teachers will agree that evaluation feedback improves their teaching.

**Goals in 2016-2017:**

- Increase inter-rater reliability among administration to at least 70 percent.
- Teachers confidence in evaluators' ability will be at least 70 percent.
- All teachers will take part in Danielson Evaluation Model training.

# Compensation

## **Long term goal:**

By the 2017-18 school year, there will be an alternative compensation model in place that encourages staff to grow and perform at their highest level in order to increase student outcomes.

## **Goals in 2016-2017:**

- By November 2016 begin pilot of compensation model.
- By Spring of 2017 100% of staff will be educated on the new system and be allowed time to give feedback and ask questions.

# Career Pathways

## **Long term goal:**

By 2017-2018, 80% of teacher leaders will feel that they were supported in their position, had impact and were given useful feedback to improve in their role.

## **Goals in 2016-2017:**

- 100% of leader positions will job descriptions and term limits by spring 2017.
- Establish a research based evaluation system for teacher leader positions and roles by June of 2017.
- By June of 2017, the career pathways committee will establish a process for identifying potential teacher leadership roles and creating them.
- By June of 2017, the instructional coach position will have worked with 40% of staff.