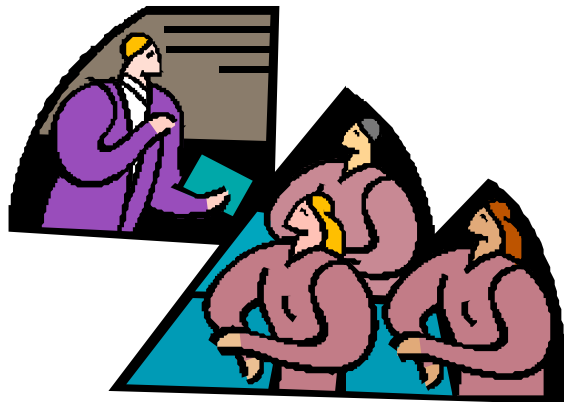


# *HICKMAN MILLS HIGH SCHOOL*



# *PROFESSIONAL DEVELOPMENT PLAN*

*2007-2008*

# Hickman Mills C-1 School District Professional Development Plan

School: Hickman Mills High School

Year: 2007-2008

PD Focus/Goal	SIP Connection	Evaluation
<p><b><u>FOCUS-</u></b>  <b>Closing the Achievement Gap -</b>            (Goal 1 / Strategy 3)  <b>Unit Design -</b> (Goal 1 / Strategy 2-5)  <b>School Climate -</b> (Goal 1/Strategy 4            Goal 2/ Strategy 3, Goal 3 / Strategy 5)  <b>Balanced Literacy -</b> (Goal 1 / Strategy 1-7,            Goal 2 / Strategy 1-5)</p> <p><b><u>GOAL-</u></b>  <b>To improve student achievement in the area of reading.</b></p>	<p><b><u>Obj-</u></b>            Reading proficiency of HMHS students will improve so that the <b>50% who are currently reading below grade level will improve by 20% each year to bring 80% of our students to grade level or above by the end of the 2008-2009 school year.</b>            (Results will be verified by SRI assessment tool.)</p>	<p><b><u>STUDENT-</u></b>            SRI            Vocabulary Pre-Post Tests</p> <p><b><u>TEACHER-</u></b>  <b><u>Administrative Classroom</u></b>  <b><u>Walk-Thru's/Look For's -</u></b>            -Evidence of WORD WALLS            -Student Work Displayed            -QAR's, Anticipation Guides, Vocabulary Pre-Post Tests, Pacing Guides</p> <p>100% of the faculty will implement learned instructional strategies through participation in large group/embedded Professional Learning Communities.</p>
<p><b><u>FOCUS-</u></b>  <b>Closing the Achievement Gap -</b>            (Goal 1 / Strategy 3)  <b>Unit Design -</b> (Goal 1 / Strategy 2-5)  <b>School Climate -</b> (Goal 1/Strategy 4            Goal 2/ Strategy 3, Goal 3 / Strategy 5)  <b>Balanced Literacy -</b> (Goal 1 / Strategy 1-7,            Goal 2 / Strategy 1-5)</p> <p><b><u>GOAL-</u></b>  <b>To improve student achievement in the area of writing.</b></p>	<p><b><u>Obj-</u></b>            Writing proficiency of HMHS students will improve so that the <b>50% who are currently writing below grade level will improve by 20% each year to bring 80% of our students to grade level or above by the end of the 2008-2009 school year.</b>            (Results will be verified through Building Developed Scoring Guides.)</p>	<p>ACT On-Line Writing Assessment for Grades 11-12</p> <p>Pre/Post Assessment of paragraph writing from Grammar text Grades 9-10</p> <p><b><u>Administrative Classroom</u></b>  <b><u>Walk-Thru's/Look For's -</u></b>            -Evidence of WORD WALLS            -Student Work Displayed            -QAR's, Anticipation Guides, Vocabulary Pre-Post Tests, Pacing Guides, 6-Trait Writing, Common Scoring Guides</p> <p>100% of the faculty will implement learned instructional strategies through participation in large group/embedded Professional Learning Communities.</p>
<p><b><u>FOCUS-</u></b>  <b>Closing the Achievement Gap -</b>            (Goal 1 / Strategy 3)  <b>Unit Design -</b> (Goal 1 / Strategy 2-5)  <b>School Climate -</b> (Goal 1/Strategy 4            Goal 2/ Strategy 3, Goal 3 / Strategy 5)  <b>Balanced Literacy -</b> (Goal 1 / Strategy 1-7,            Goal 2 / Strategy 1-5)</p> <p><b><u>GOAL-</u></b>  <b>To improve student achievement in the area of math.</b></p>	<p><b><u>Obj-</u></b>            Math proficiency of HMHS students will improve so that the <b>50% who are currently below grade level in math will improve by 20% each year to bring 60% of our students to grade level or above by the end of the 2008-2009 school year.</b>            (Results will be verified through Building Developed Scoring Guides.)</p>	<p>Standards Master Assessment for Grades 9-10</p> <p>ACT On-Line Math Assessment for Grades 11-12</p> <p><b><u>Administrative Classroom</u></b>  <b><u>Walk-Thru's/Look For's -</u></b>            -Evidence of WORD WALLS            -Student Work Displayed            -QAR's, Anticipation Guides, Vocabulary Pre-Post Tests, Pacing Guides</p> <p>100% of the faculty will implement learned instructional strategies through participation in large group/embedded Professional Learning Communities.</p>

Plan notes:

School: Hickman Mills High School

Year: 2007-2008

<p><b>PD Focus/Goal</b></p> <p><b><u>FOCUS-</u> Closing the Achievement Gap - Continue the implementation of Marzano’s strategies to increase student achievement.</b></p> <p><b><u>Unit Design</u> – Implement departmental collaboration to develop and implement Instructionally sound units of studies.</b></p> <p><b><u>School Climate</u> – Implementation of advisory program, re-culturalization of the building</b></p> <p><b><u>Balanced Literacy</u> - Implement tools for teaching content literacy to align with state and national content standards.</b></p> <p><b><u>GOAL-</u></b>  <b>To improve student achievement in the area of reading, writing and math.</b></p>	
<p><b>PD Designs: How will your PD for this goal be designed?</b>  List and briefly describe each way you will design the PD to meet your goal. Please include the stages of professional development that will be accomplished</p> <p><b>A - Awareness (Initiate Strategy)</b>  <b>P - Practice (Implementation in Progress with Modeling, Demonstration)</b>  <b>I - Integration (Practice, Observation, Feedback)</b>  <b>M - Mastery (Full Implementation, Continued Coaching)</b></p>	<p><b>Stages of Professional Development</b></p>
<p>In small learning communities teachers will work with a facilitator to implement Marzano’s strategies that will impact learning. (Teachers were introduced to Marzano’s Classroom Strategies that Work, during the 2005-2006 SY.) Teachers will use the participant's guide to delve into selected strategies in greater depth. Teachers will practice the strategies in their classrooms, then using McREL descriptive review protocol will evaluate the effectiveness of implementations and adjust their implementation to improve instruction.</p>	<p>Mastery</p>
<p>In their department teachers will work collaboratively to develop units of study. Units will include GLE’s, Big Ideas/Concepts, Instructional implications, Formative and Summative assessments, Scoring Guides, Essential Questions, Learning Progression Maps and DOK ceiling.</p>	<p>Practice</p>
<p>In small professional learning communities teachers will work collaboratively to research and develop common grading practices (standards based) This will be included in units of study and embedded staff development.</p>	<p>Awareness to Practice to Intergration</p>
<p>By grade level, teachers will develop skills necessary to implement a successful Advisement program.</p>	<p>Awareness to Practice to Intergration</p>
<p>Teachers will work collaboratively to develop skills and strategies to integrate a Balanced Literacy program that includes 6-Trait Writing and Content Area Reading Strategies school wide.</p>	<p>Awareness to Practice</p>

## PD At a Glance Chart

**School: Hickman Mills High School**

**Year: 2007-2008**

<b>Date/time</b>	<b>PD Design</b>	<b>Facilitator or Resource Person</b>	<b>Participants</b>
<b>TUESDAY EMBEDDED</b> (See attached calendar for specific dates)	<b>School Climate/Advisement Professional Learning Communities</b>	<b>Administrator/ Building Leadership Team member/ Teacher Trainer/ Counselor</b>	<b>All Administrators and All Staff (PLC)</b>  (according to specific activities)
<b>WEDNESDAY EARLY RELEASE</b> (See attached calendar for specific dates)	<b>Closing the Achievement Gap (Marzano's 9 Learning Strategies) &amp; Unit Design &amp; Balanced Literacy will be the focus</b>	<b>Administrator/ Building Leadership Team member/ Teacher Trainer</b>	<b>All Administrators and Staff</b>  (according to specific activities)
<b>FRIDAY EMBEDDED</b> (See attached calendar for specific dates)	<b>Professional Learning Communities - This time will be used for REFLECTION of materials presented @ the previous Wednesday Early Release and Tuesday Embedded</b>	<b>Administrator/ Building Leadership Team member</b>	<b>All Administrators and All Staff (PLC)</b>  (according to specific activities)

<b><u>TENATIVE Inter-High School Collaboration dates – (RHS &amp; HMHS)</u></b>	
<b><u>Unit Design/Advisement Focus</u></b>	
<b>9/12</b>	<b>1/23</b>
<b>10/10</b>	<b>2/20</b>
<b>11/07</b>	<b>3/26</b>
<b>12/12</b>	<b>4/23</b>

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

**School: HICKMAN**

**Year: 2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
August 8 1 Building PD	TOM JACKSON - Active Learning SCHOOL CLIMATE -Intro Book Study -Fred Jones - Tools for Teaching -Assign Section 1 & 2 Chpt. 1-4 w/task	Tom Jackson	ALL STAFF
August 9 _ District PD _ Building PD	<b>Teacher of the Year</b> <b>DISTRICT MEETINGS</b> <u>Nuts 'n Bolts</u> - Sexual Harassment - PLC Groups - Harry Wong: Classroom Rules/Procedures	<b>DISTRICT</b>  Building Administrators	ALL STAFF  ALL STAFF
August 10 1 classroom time Working Lunch	Blood Borne Pathogens  <u>Book Study Discussion Fred Jones-</u> Sect. 1 & 2 Chpt. 1-4 w/task	Nurse  Building Administrators	ALL STAFF
August 15	ADVISEMENT ORIENTATION <u>Book Study Assign Fred Jones-</u> Sect. 5 Chpt. 11/12 w/task	Advisement Team Counselors Building Administrators	PLC / ALL STAFF
Aug. 17 Embedded	ADVISEMENT Q&A <u>Book Study Reflection Fred Jones –</u> Sect. 1 & 2 Chpt. 1-4 w/task		PLC / ALL STAFF
August 21 Embedded	ADVISEMENT Q&A <u>Book Study Discussion Fred Jones -</u> Sect. 5 Chpt. 11/12	BLT/Build. Admin	PLC / ALL STAFF
Aug. 22	BIG PICTURE -FOCUS ACTIVITES/ BELL WORK/Adult Vocabulary <u>Book Study Assignment Fred Jones -</u> Assign -Sect. 4 Chpt. 9/10 w/task	Instructional Coaches Building Administrators	PLC / ALL STAFF
August 24 Embedded	ADVISEMENT Q&A <u>Reflect</u> - Classroom Procedures / Rules <u>Book Study Reflection Fred Jones –</u> Sect. 5 Chpt. 11/12 w/task	BLT/Build. Admin	PLC / ALL STAFF
August 28 Embedded	BIG PICTURE -LEARNING WALKS <u>Book Study Discussion Fred Jones –</u> Sect. 4 Chpt. 9/10 w/task	BLT/Build. Admin	PLC / ALL STAFF
August 29	FOCUS ACTIVITES/BELL WORK Roadmap - Pacing Guides - Focus Activities for 1st Quarter <u>Book Study Assignment Fred Jones –</u> Sect. 6 Chpt. 13/14 w/task	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
August 31 Embedded	LEARNING WALKS <u>Book Study Reflection Fred Jones - Sect. 4</u> Chpt. 9/10 w/task	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

**School: HICKMAN**

**Year: 2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
September 4 Embedded	<u>Book Study Discussion Fred Jones - Sect. 6 Chpt. 13/14 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
September 5	BIG PICTURE - FORMATIVE ASSESSMENTS – <b>Vocabulary Assessments Due</b> <u>Book Study Assignment Fred Jones – Sect. 6 Chpt. 15/16 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
September 7 Embedded	LEARNING WALKS <u>Book Study Reflection Fred Jones - Sect. 6 Chpt. 13/14 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
September 11 Embedded	<u>Book Study Discussion Fred Jones - Sect. 6 Chpt. 15/16 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
September 12	HMHS / RHS - BIG PICTURE - UNIT DESIGN <u>Book Study Assignment Fred Jones – Sect. 6 Chpt. 17-19 w/task</u>	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
September 14 Embedded	LEARNING WALKS <u>Book Study Reflection Fred Jones – Sect. 6 Chpt. 15/16 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
September 18 Embedded	<u>Book Study Discussion/Reflection Fred Jones – Sect. 6 Chpt. 17-19 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
September 19	FORMATIVE ASSESSMENTS - Review/Share/Analyze Student Work <u>Book Study Assignment Fred Jones – Sect. 3 Chpt. 5/6 w/task</u>	Instructional Coaches Building Administrators	Departments/ PLC ALL STAFF
September 21	<b>DISTRICT PD</b>	<b>DISTRICT</b>	ALL STAFF
September 25 Embedded	<u>Book Study Discussion Fred Jones – Sect. 3 Chpt. 5/6 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
September 26	FORMATIVE ASSESSMENTS – Continue work <u>Book Study Assignment Fred Jones – Sect. 3 Chpt. 7/8 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
September 28 Embedded	<u>Book Study Reflection Fred Jones- Sect. 3 Chpt. 5/6 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
October 2 Embedded	LEARNING WALKS <u>Book Study Discussion Fred Jones- Sect. 3 Chpt. 7/8 w/task</u> Student-Led Conferences	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**

Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
October 3	FORMATIVE ASSESSMENTS – Continue work  <u>Book Study Assignment Fred Jones – Sect. 7 Chpt. 20/21 w/task</u>	Instructional Coaches Building Administrators	PLC / ALL STAFF
October 5 Embedded	<u>Book Study Reflection Fred Jones – Sect. 3 Chpt. 7/8 w/task</u> Student-Led Conferences	BLT/Build. Admin	PLC / ALL STAFF
October 9 Embedded	<u>Book Study Discussion/Reflection Fred Jones - Sect. 7 Chpt. 20/21 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
October 10	HMHS / RHS - COLLABORATION  <u>Book Study Assignment Fred Jones – Sect. 7 Chpt. 22/23 w/task</u>	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
October 12	<b>DISTRICT PD</b>	<b>DISTRICT</b>	<b>ALL STAFF</b>
October 16 Embedded	<u>Book Study Discussion Fred Jones – Sect. 7 Chpt. 22/23 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
October 17	BIG PICTURE-OVERVIEW SUMMATIVE ASSESSMENTS  <u>Book Study Assignment Fred Jones – Sect. 8 Chpt. 24/25 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
October 19 Embedded	<u>Book Study Reflection Fred Jones - Sect. 7 Chpt. 22/23 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
October 23 Embedded	LEARNING WALKS <u>Book Study Discussion Fred Jones – Sect. 8 Chpt. 24/25 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
October 24/25/26	Student-Led Parent Teacher Conferences 10/24-10/25	<b>DISTRICT</b>	PLC / ALL STAFF
October 26	<b>NO SCHOOL</b>	<b>DISTRICT</b>	<b>ALL STAFF</b>
October 30 Embedded	<u>Book Study Reflection Fred Jones- Sect. 8 Chpt. 24/25 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
October 31	BALANCED LITERACY -Intro <u>Book Study –Janet Allen - Tools for Teaching Content Literacy – Assign Intro/KWL/KWL +/BKWLQ w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
November 2 Embedded	<u>Reflection</u> - Student-Led Parent Teacher Conferences	BLT/Build. Admin	PLC / ALL STAFF
November 6 Embedded	LEARNING WALKS <u>Book Study Discussion Janet Allen –Intro/KWL/KWL +/BKWLQ w/task</u>	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**

Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
November 7	HMHS / RHS - COLLABORATION <u>Book Study Assignment Janet Allen-</u> Word Study / Devel. Content Vocab. w/task	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
November 9 Embedded	<u>Book Study Reflection Janet Allen –</u> Intro/KWL/KWL +/BKWLQ w/task	BLT/Build. Admin	PLC / ALL STAFF
November 13 Embedded	<u>Book Study Discussion Janet Allen -</u> Word Study / Devel. Content Vocab. w/task	BLT/Build. Admin	PLC / ALL STAFF
November 14	SUMMATIVE ASSESSMENTS- Align to Goals/GLE's  <u>Book Study Assignment Janet</u> <u>Allen–Word Study / Admit Slips /</u> Exit Slips w/task	Instructional Coaches Building Administrators	Departments /PLC ALL STAFF
November 16 Embedded	<u>Book Study Reflection Janet Allen -</u> Word Study / Devel. Content Vocab. w/task	BLT/Build. Admin	PLC / ALL STAFF
November 27 Embedded	LEARNING WALKS <u>Book Study Discussion Janet Allen –</u> Word Study / Admit Slips / Exit Slips w/task	BLT/Build. Admin	PLC / ALL STAFF
November 28	SUMMATIVE ASSESSMENTS- Continue work  <u>Book Study Assignment Janet Allen –</u> Anticipation Guide / Content w/task	Instructional Coaches Building Administrators	Department / PLC ALL STAFF
November 30 Embedded	<u>Book Study Reflection Janet Allen –</u> Word Study / Admit Slips / Exit Slips w/task	BLT/Build. Admin	PLC / ALL STAFF
December 4 Embedded	<u>Book Study Discussion Janet Allen -</u> Anticipation Guide / Content w/task	BLT/Build. Admin	PLC / ALL STAFF
December 5	SUMMATIVE ASSESSMENTS- Continue work  <u>Book Study Assignment Janet Allen –</u> Compare/Contrast w/task	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
December 7 Embedded	<u>Book Study Reflection Janet Allen –</u> Anticipation Guide / Content w/task	BLT/Build. Admin	PLC / ALL STAFF
December 11 Embedded	<u>Book Study Discussion Janet Allen –</u> Compare/Contrast w/task	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**

Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
December 12	HMHS / RHS- COLLABORATION REFLECTION	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
December 14 Embedded	<u>Book Study Reflection Janet Allen – Compare/Contrast w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
WINTER HOLIDAY December 20 – January 1	NO SCHOOL	ALL STAFF	ALL STAFF
January 8 Embedded	<u>Book Study Assign/Discuss Janet Allen – List-Group-Label / book pass w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 9	BIG PICTURE – OVERVIEW UNIT DESIGN WORK DESIGN SESSIONS - Design Units for 4 <sup>th</sup> Quarter  <u>Book Study Assignment Janet Allen – Text Structures and Supports/- Developing Questions for Reading w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
January 11 Embedded	<u>Book Study Reflection Janet Allen – List-Group-Label / book pass w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 15 Embedded	BIG PICTURE – TUNING PROTOCOL <u>Book Study Discussion Janet Allen – Text Structures and Supports/- Developing Questions for Reading w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 16	UNIT DESIGN WORK DESIGN SESSIONS - Design Units for 4 <sup>th</sup> Quarter <u>Book Study Assignment Janet Allen – Reciprocal Teaching /DR-TA w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
January 18 Embedded	TUNING PROTOCOL <u>Book Study Reflection Janet Allen – Text Structures and Supports/- Developing Questions for Reading w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 22 Embedded	LEARNING WALKS <u>Book Study Discussion Janet Allen – Reciprocal Teaching /DR-TA w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 23	HMHS / RHS - COLLABORATION  <u>Book Study Assignment Janet Allen – REAP/Learning Logs w/task</u>	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

**School: HICKMAN**

**Year: 2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
January 25 Embedded	<u>Book Study Reflection Janet Allen – Reciprocal Teaching /DR-TA w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 29 Embedded	<u>Book Study Discussion Janet Allen – REAP/Learning Logs w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
January 30	UNIT DESIGN WORK DESIGN SESSIONS - Design Units for 4 <sup>th</sup> Quarter <u>Book Study Assignment Janet Allen – TAG/ReQuest w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
February 1 Embedded	<u>Book Study Reflection Janet Allen – REAP/Learning Logs w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
February 5 Embedded	LEARNING WALKS <u>Book Study Discussion Janet Allen – TAG/ReQuest w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
February 6	UNIT DESIGN WORK DESIGN SESSIONS - Design Units for 4 <sup>th</sup> Quarter <u>Book Study Assignment Janet Allen – Cornell Note-taking/QAR/Academic Notebooks w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
February 8 Embedded	<u>Book Study Reflection Janet Allen – TAG/ReQuest w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
February 12 Embedded	<u>Book Study Discuss/Reflect Janet Allen – Cornell Note-taking/QAR/Academic Notebooks w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
February 13	UNIT DESIGN WORK DESIGN SESSIONS - Design Units for 4 <sup>th</sup> Quarter <u>Book Study Assignment Janet Allen – RAFT writing/Text Highlighting w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
February 15	<b>DISTRICT PD</b>	<b>DISTRICT</b>	<b>ALL STAFF</b>
February 19 Embedded	<u>Book Study Discussion Janet Allen – RAFT writing/Text Highlighting w/task</u>	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**

Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
February 20	HMHS / RHS - COLLABORATION  <u>Book Study Assignment Janet Allen – SPAWN/Test-Taking Strategies w/task</u>	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
February 22 Embedded	<u>Book Study Reflection Janet Allen – RAFT writing/Text Highlighting w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
February 26 Embedded	LEARNING WALKS <u>Book Study Discussion Janet Allen – SPAWN/Test-Taking Strategies w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
February 27	UNIT DESIGN WORK DESIGN SESSIONS - Design Units for 4 <sup>th</sup> Quarter <u>Book Study Assignment Janet Allen – PORPE /Inquiry &amp; Research: I-Charts w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
February 29 Embedded	<u>Book Study Reflection Janet Allen – SPAWN/Test-Taking Strategies w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
March 4 Embedded	<u>Book Study Discuss/Reflect Janet Allen – PORPE /Inquiry &amp; Research: I-Charts w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
March 5	UNIT DESIGN WORK DESIGN SESSIONS - FINALIZE Units for 4 <sup>th</sup> Quarter <u>Book Study Assignment Janet Allen – GIST/Homework/Exclusion Brainstorming w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
March 7	<b>DISTRICT PD</b>	<b>DISTRICT</b>	<b>ALL STAFF</b>
March 11 Embedded	<u>Book Study Discussion Janet Allen – GIST/Homework/Exclusion Brainstorming w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
March 12	<b><u>Everything you always wanted to know about MAP but you were afraid to ask!</u></b>  <u>Intro Book Study –Cris Tovani – Do I really have to Teach Reading? – Chpt. 1 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
March 14 Embedded	<u>Book Study Reflection Janet Allen – GIST/Homework/Exclusion Brainstorming w/task</u>	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**

Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
SPRING BREAK March 17 - 21	NO SCHOOL	ALL STAFF	ALL STAFF
March 25 Embedded	<u>Book Study Discussion Cris Tovani – Chpt. 1 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
March 26	HMHS / RHS - COLLABORATION <u>Book Study Assignment Cris Tovani – Chpt. 2 w/task</u>	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
March 28 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 1 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 1 Embedded	LEARNING WALKS <u>Book Study Discussion Cris Tovani – Chpt. 2 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 2	<b>MAP ESSENTIALS</b> <u>Book Study Assignment Cris Tovani – Chpt. 3 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
April 4 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 2 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 8 Embedded	LEARNING WALKS <u>Book Study Discussion Cris Tovani – Chpt. 3 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 9	BIG PICTURE REVIEW/FOCUS ACTIVITES-BINDER BUILDING <u>Book Study Assignment Cris Tovani – Chpt. 4 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
April 11 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 3 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 15 Embedded	<u>Book Study Discussion Cris Tovani – Chpt. 4 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**



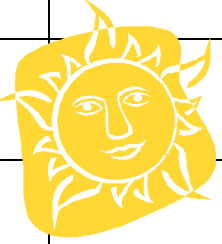


Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
April 16	FOCUS ACTIVITES-BINDER BUILDING <u>Book Study Assignment Cris Tovani – Chpt. 5 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
April 18 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 4 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 22 Embedded	<u>Book Study Discussion Cris Tovani – Chpt. 5 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 23	HMHS / RHS - COLLABORATION <u>Book Study Assignment Cris Tovani – Chpt. 6 w/task</u>	BUILDING PRINCIPALS INSTRUCTIONAL COACHES	ALL STAFF
April 25 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 5 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 29 Embedded	<u>Book Study Discussion Cris Tovani – Chpt. 6 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
April 30	<u>PURPOSEFUL COMMUNITY – Essential Questions/Taking Stock/Future Forecasting</u> <u>Book Study Assignment Cris Tovani – Chpt. 7 &amp; 8 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
May 2 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 6 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
May 6 Embedded	<u>Book Study Discussion Cris Tovani – Chpt. 7 &amp; 8 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF
May 7	<u>PURPOSEFUL COMMUNITY – Essential Questions/Taking Stock/Future Forecasting</u> <u>Book Study Assignment Cris Tovani – Chpt. 9 w/task</u>	Instructional Coaches Building Administrators	Departments / PLC ALL STAFF
May 9 Embedded	<u>Book Study Reflection Cris Tovani – Chpt. 7 &amp; 8 w/task</u>	BLT/Build. Admin	PLC / ALL STAFF

**HICKMAN MILLS C-1 SCHOOL DISTRICT**  
**PD AT-A-Glance Chart**

School: **HICKMAN**

Year: **2007-2008**

<b>Date Time</b>	<b>PD Design Activity</b>	<b>Facilitator or Resource Person (s)</b>	<b>Participants</b>
May 13 Embedded	Book Study Discuss/Reflect Cris Tovani - Chpt. 9 w/task	BLT/Build. Admin	PLC / ALL STAFF
May 14	<b>CELEBRATION</b> 	<b>BUILDING ADMINISTRATORS</b>	ALL STAFF
 			
			
			

## PD Evaluation Plan

**School: Hickman Mills High School**

**Year: 2007-2008**

**PD Focus: Closing the Achievement Gap, Unit Design,  
School Climate, Balanced Literacy**

<b>PD Evaluation Level</b>	<b>Measurement Tool(s)</b>	<b>Timeline</b>
<b>Level 1: Reactions</b> (How will you measure participants' reactions?)	Zoomerang survey results Participant Survey	Ongoing throughout 2007-2008 school year
<b>Level 2: Learning</b> (How will you measure what participants have learned?)	Agendas Products (Teacher Learning Portfolio) Questioning techniques facilitated by facilitators Improved student achievement Administrative Classroom Walk-Thru's and Look-For's Professional Learning Community collaboration/discussions Personal Reflection of professional growth	As specified per the objective  Weekly  Weekly  Weekly  Quarterly
<b>Level 3: Organizational Structure</b> (What organizational structures and supports that impede or support the innovation? How will you measure the change?)	<u>Support innovation</u> - Lead Team/Building Leadership team dialog  Closing the Achievement Gap principles & participants  Professional Learning Community Leaders/participants  <u>Impede innovation</u> -Administrator / Teacher attitudes towards innovation.	Weekly BLT/Lead Team meetings  Quarterly Closing The Achievement Gap meetings  Weekly PD
<b>Level 4: Use of knowledge and skills</b> (What is the level of implementation of the innovations?)	<u>Administrative Classroom Walk-Thru's/Look For's</u> - -Evidence of WORD WALLS -Student Work Displayed -QAR's, Anticipation Guides, Vocabulary Pre-Post Tests, Pacing Guides, 6-Trait Writing, Common Scoring Guides <u>Learning Walks</u>  100% of the faculty will implement learned instructional strategies through participation in large group/embedded base groups and linking groups.	On-going and frequent
<b>Level 5: Student Outcomes</b> How will you measure the outcomes for students?	<u>Grades</u> <u>ACT</u> <u>Terra Nova</u> <u>MAP</u> <u>District Developed Common Assessments</u>	Weekly Quarterly Spring & Fall Yearly

## PDC Budget Request 2007-2008

**School: Hickman Mills High School**

**Year: 2007-2008**

**Directions: Give the total dollar figure in each category. Put a zero (0) in categories with no funding. Provide Subtotals for each section and Budget Total.**

**Teacher's Salary (6113) Salary paid for LEAD/BLT Team, In-district presenters, facilitators, coordinators and statisticians.**

- LEAD Team meetings @\$16.80 per hour (6:15am-7:15am Friday)  
     10 members X 35 hours @ \$16.80 an hour \$5880.00
  - In-District Presenters @\$150 per hour  
     5 presenters X 5 hours X \$150 \$750.00
  - In-District Facilitators/coordinators @\$25 per hour  
     31 Early Release facilitators/coordinators X 31 hours X \$25 \$775.00  
     7 Embedded facilitators/coordinators X 62 hours X \$25 \$10850.00
- Subtotal (6113) \$18,255.00\***

**Teacher Retirement (6211) \$2190.60**  
 (\$.12 X subtotal of Salary)

**Teacher Medicare (6236) \$266.53**  
 (\$.146 X subtotal of Salary)

**Substitutes (6131) (\$100.11 per day ) \$2502.75**  
 5 Subs X 5 days X \$100.11 per day

**Consultant Services (6312)**

- **Out of District presenters @\$150 per hour**  
     # of Consultants \_\_\_\_\_ X # of hours \_\_\_\_\_ X \$150 \$3550.00  
     Russ Pieken – Closing the Achievement Gap – 10 visits = \$1000.00  
     Cindy Sinclair – Differentiated Learning – 6 visits = \$900.00  
     Tom Jackson – Active Learning – entire staff = \$450.00  
     Kathy Schmedler – Janet Allen trainer – 4 visits – entire staff = \$600.00  
     Kevin Daniel - Ruby Payne trainer – 4 visits – entire staff = \$600.00
- **Out of District Facilitators @\$25 per hour**  
     # of facilitators \_\_\_\_\_ X # of hours \_\_\_\_\_ X \$25 \$0.00

**Subtotal (6211/6236/6131/6312) \$8,509.88\***

**Travel (6343)**

Airline, ground transportation, mileage (@ \$.445 per mile) registration fees, lodging, meals \$2000.00

**Supplies for Teacher Learning (6411)**

Professional books, materials for teacher learning \$5000.00

50 Understanding the Frameworks of Poverty (includ.s&h)

100 Understanding By Design (includ.s&h)

**Budget Total \$33,764.88\***

Approved      Y      N Amended to \$                     

(Multiple presenters/consultants for an hour will share the \$150 stipend.

IE: 2 presenters for 1 hour will receive \$75 each)

**BREAK DOWN OF MINUTES:**

**Lead Team Meetings:** 31 weekly Friday morning meetings @ 60 minutes per meeting.  
(+ one 4 hour meeting before teachers return to school)

**Early Release / Embedded PD Meetings:**

31 Department PD facilitation at 90 min  
62 Embedded Staff development at 50 min

**Departmental Breakdown:**

**Communication Arts:**

English  
Speech/Theater  
ELL

**Fine Arts:**

Music  
Art  
Foreign Language

**Math:**

**Practical Arts:**

Business  
FAC  
IT  
Marketing  
ROTC  
Freshman Focus

**Science:**

Science  
Physical Education

**Social Studies:**

**SPED:** – If co-teaching - instructor needs to be with that Department  
they are co-teaching with.  
BD/LD/ED/HIGH-FUNCTIONING MR