2014 Staff Development District Advisory Committee

District: 0881-01 Maple Lake Public School District

For questions about this report, contact current district Staff Development Chair
Colleen Carlson
PO Box 820
Maple Lake, Mn 55358
320-963-7507
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Advisory Committee Members			
Name	**Position**	**Subject**	**Grade level**
Eric Meyer	Teacher	Language Arts	Multiple
Kelly Seibert	Teacher	Multiple	Multiple
Steve Fuchs	Teacher	Multiple	6
Dave Hansen	Administrator		
Ann Stueffen	Non-Teaching Staff		
Leah Roske	Teacher	Multiple	Multiple
Adam Ronnenberg	Teacher	Other	Multiple
Karla Mavencamp	Special Education Teacher	Other	Multiple
Kris Harlan	Administrator		
Paula Schmidt	Parent not in Targeted Subgroup		
Stacie Schneider	Teacher	Multiple	2
Nicole Casebolt	Teacher	Other	Multiple
Joe Paumen	External Provider		
Andrew Boman	Teacher	Social Studies	Multiple
Colleen Carlson	Special Education Teacher	Other	Multiple
Jeanie Omvig	Teacher	Science	Multiple
Annie Jost	Teacher	Multiple	K
Sandi Pomje	Special Education Teacher	Other	Multiple
Mark Redemske	Administrator		
Amy Voigt	Teacher	Math	Multiple
Kim Fynboh	Teacher	Other	Multiple

2014 District Staff Development Goals

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be provided with diverse instruction and delivery styles by highly qualified teachers who are well versed in instruction, material knowledge and pedagogy through the peer evaluation, administrative evaluation and/or action planning programs; and mentor/mentee programs for non-tenured teachers.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technology Social Studies World Language

District Staff Development Goals and Findings

Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.
Findings:	All licensed staff and support staff were well trained with high quality staff development training, as indicated by 100% rating on State approved STARS report.
Impact on Student Learning:	Students are taught, supported, and served by well-trained staff members who have received high quality staff development.
Impact on Teacher Practice:	Staff members continue to grow their skill levels, and demonstrate and practice best practices. They have the opportunity to network with others in their fields within the district, as well as throughout the state.
Continue next year?	Y

2014 District Staff Development Goals

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will have a safe environment to learn with highly qualified staff.

Content Area:	Science
	Mathematics
	Reading
	Art/Music
	Language Arts/Writing
	Health/Physical Education
	Career & Technology
	Social Studies
	World Language

District Staff Development Goals and Findings

Staff Development Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions.
Findings:	Teachers were encourages to learn on an individual basis and share with the group. Staff also developed an appreciation of their peer's knowledge and input, thus building stronger educational teams. This helps with teacher retention and a nurtured approach to teaching as a whole. Administration noted continued high quality instruction and strong team collaboration.
Impact on Student Learning:	Increased teacher skill allowed for more diverse educational experience for all students, and an overall more positive classroom experience.
Impact on Teacher Practice:	Continuous improvement encourages teachers to grow in their practice of teaching, teaming and collaboration develops an environment where teachers can stretch their teaching and encompass diverse learning styles and teaching tools.
Continue next year?	Y

2014 District Staff Development Goals

District Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technology Social Studies World Language

District Staff Development Goals and Findings

Staff Development Goal:	Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.
Findings:	Students are trained in the use of PowerPoint, Google for Schools, and a number of other online resources. These resources are used for research, development, and presentation of knowledge and learned skills. Through our work on this goal a new position was created for a Technology Interventionist, which will be implemented in the 2014-15 school year.
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Impact on Teacher Practice:	Allowed for differentiation in the classroom, teachers use the technology in the following forms for the following reasons: testing, curriculum mapping, syllabus creation, web page communication with parents and staff, record keeping, SMART boards, response pads, iPads.
Continue next year?	Y

2014 District Staff Development Goals

District Student Achievement Goals with Subject Areas

Student Achievement Goal:		Students will be provided with instructors that model positive interactions with others and build relationships based on respect.
Content Area:	Science	
	Mathematics	
	Reading	
	Art/Music	
	Language Arts/Writing	
	Health/Physical Education	
	Career & Technology	
	Social Studies	
	World Language	

District Staff Development Goals and Findings

Staff Development Goal:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.
Findings:	Positive classroom and school wide experience was noted by staff, students, and parents which is evidenced by various staff, student and parent surveys.
Impact on Student Learning:	A positive school experience results in students feeling comfortable, accepted, and safe. This is indicated by strong attendance rates, positive peer relations, low incidence of behavioral concerns, and student achievement.
Impact on Teacher Practice:	Positive interactions modeled by staff members created an environment of team building, problem solving, and support between staff members.
Continue next year?	Y

2014 District Staff Development Goals

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will show improvement in NWEA-MAP and MCA tests

Content Area:	Mathematics Reading Language Arts/Writing

District Staff Development Goals and Findings

Staff Development Goal:	The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.
Findings:	On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.
Impact on Student Learning:	Student achievement and growth fosters excitement and interest in learning, which in turn supports strong student achievement levels.
Impact on Teacher Practice:	Teachers are encouraged by testing results, which creates a drive to monitor and adjust curriculum by examining formative assessments, pre and post test growth, MCA and NWEA data. This has created an atmosphere of encouraged collaboration.
Continue next year?	Y

2014 Staff Development Teacher Induction

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Did the district provide new teacher induction programs? YES

A. Induction Activities for New Teachers

Program for first-year teachers
Program for second-year teachers
Program for third-year teachers
New teacher orientation to district, school and classroom
Collaboration time expectations for new teacher and mentor
New teacher seminars/workshops
Observations conducted by a mentor
New teacher observations of master teachers

B. New Teacher Seminars or Workshops

Instructional strategies
Curriculum and assessments

C. Formative Assessments used with New Teachers

Mentor logs focused on issues and results
Mentor observations and feedback
Foundations (e.g., basic skills, mentor roles and mentoring responsibilities)

D. Mentor Training Activities

Coaching skills
Observation strategies
Knowledge and application of new teacher development

E. Evaluation Measures

New teachers' job satisfaction

F. During the school year, how much time are new teachers required to participate in formal induction program activities not including mentoring support (e.g. new teacher seminars, workshops, network meetings)?

9-16 hours

G. During the school year, how much time are mentors required to meet with new teachers to provide ongoing professional and instructional support?

2 hrs/month

District and School Site Staff Information Table

0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

The table below shows the number of teachers, paraprofessionals and administrative staff assigned to each site within the district. Staff who are assigned to multiple sites are shown at each of their respective sites. Staff without school site assignments are assigned to the district office. The total number of staff assigned to each site is based on the 2014 STAR collection. The number of staff receiving high quality staff development reflect the information provided in the district and school site sections of the 2014 Staff Development Annual Report.

	Teachers		Paraprofessionals		Licensed Non-Instructional	
	Total assigned to this site	Received High Quality Staff Development	Total assigned to this site	Received High Quality Staff Development	Total assigned to this site	Received High Quality Staff Development
010 MAPLE LAKE ELEMENTARY	37	37	13	13	3	3
020 MAPLE LAKE SECONDARY	34	34	11	11	4	4
Total number of staff members across all sites ('unduplicated count)	69	69	24	24	14	14
Total of assignments across all sites ('duplicated count)	71	71	24	24	7	7

2014 District Data Summary Report

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Number of Student Achievement Goals:		5

Related Subject Areas:	Number	Percent of Total Goals
Science	4	80.00%
Mathematics	5	100.00%
Reading	5	100.00%
Art/Music	4	80.00%
Language Arts/Writing	5	100.00%
Health/Physical Education	4	80.00%
Career&Technology	4	80.00%
Social Studies	4	80.00%
World Language	4	80.00%

Total Number of District Staff Development Goals:	5

District Staff Development Goals that were related to school site student achievement goals.	5

Goals to Continue Next Year:	5	100.00%
Goals NOT to Continue Next Year:	0	0.00%

2014 District Staff Development Report

Student Achievement Goal: Students will be provided with diverse instruction and delivery styles by highly qualified teachers who are well versed in instruction, material knowledge and pedagogy through the peer evaluation, administrative evaluation and/or action planning programs; and mentor/mentee programs for non-tenured teachers.

Staff Development Goal: Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.

Content Area:
Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies
World Language

Findings: All licensed staff and support staff were well trained with high quality staff development training, as indicated by 100% rating on State approved STARS report.

Impact on Student Learning: Students are taught, supported, and served by well-trained staff members who have received high quality staff development.

Impact on Teacher Practice: Staff members continue to grow their skill levels, and demonstrate and practice best practices. They have the opportunity to network with others in their fields within the district, as well as throughout the state.

Continue next year? Y

2014 District Staff Development Report

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Student Achievement Goal: Students will have a safe environment to learn with highly qualified staff.

Staff Development Goal: Keep all staff (certified, non-certified, support and administrative) current in their positions.

Content Area:
Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies
World Language

Findings: Teachers were encourages to learn on an individual basis and share with the group. Staff also developed an appreciation of their peer's knowledge and input, thus building stronger educational teams. This helps with teacher retention and a nurtured approach to teaching as a whole. Administration noted continued high quality instruction and strong team collaboration.

Impact on Student Learning: Increased teacher skill allowed for more diverse educational experience for all students, and an overall more positive classroom experience.

Impact on Teacher Practice: Continuous improvement encourages teachers to grow in their practice of teaching, teaming and collaboration develops an environment where teachers can stretch their teaching and encompass diverse learning styles and teaching tools.

Continue next year?   Y

2014 District Staff Development Report

Student Achievement Goal: Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.

Staff Development Goal: Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.

Content Area:
Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies
World Language

Findings: Students are trained in the use of PowerPoint, Google for Schools, and a number of other online resources. These resources are used for research, development, and presentation of knowledge and learned skills. Through our work on this goal a new position was created for a Technology Interventionist, which will be implemented in the 2014-15 school year.

Impact on Student Learning: Students received more interesting, motivational, and alternative types of assignments from teachers. Technology supports the diverse learning styles and needs of our students. Technology use allows for higher level thinking and creates an atmosphere of trust, independence, and responsibility.

Impact on Teacher Practice: Allowed for differentiation in the classroom, teachers use the technology in the following forms for the following reasons:
testing, curriculum mapping, syllabus creation, web page communication with parents and staff, record keeping, SMART boards, response pads, iPads.

Continue next year? Y

2014 District Staff Development Report

District 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Student Achievement Goal:	Students will be provided with instructors that model positive interactions with others and build relationships based on respect.
Staff Development Goal:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.
Content Area:	Art/Music Career & Technology Health/Physical Education Language Arts/Writing Mathematics Reading Science Social Studies World Language
Findings:	Positive classroom and school wide experience was noted by staff, students, and parents which is evidenced by various staff, student and parent surveys.
Impact on Student Learning:	A positive school experience results in students feeling comfortable, accepted, and safe. This is indicated by strong attendance rates, positive peer relations, low incidence of behavioral concerns, and student achievement.
Impact on Teacher Practice:	Positive interactions modeled by staff members created an environment of team building, problem solving, and support between staff members.
Continue next year?	Y

2014 District Staff Development Report

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Student Achievement Goal: Students will show improvement in NWEA-MAP and MCA tests

Staff Development Goal: The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.

Content Area: Language Arts/Writing
Mathematics
Reading

Findings: On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.

Impact on Student Learning: Student achievement and growth fosters excitement and interest in learning, which in turn supports strong student achievement levels.

Impact on Teacher Practice: Teachers are encouraged by testing results, which creates a drive to monitor and adjust curriculum by examining formative assessments, pre and post test growth, MCA and NWEA data. This has created an atmosphere of encouraged collaboration.

Continue next year? Y

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Teacher Induction

Did the district provide new teacher induction programs? YES

Induction Activities for New Teachers

- Program for first-year teachers
- Program for second-year teachers
- Program for third-year teachers
- New teacher orientation to district, school and classroom
- Collaboration time expectations for new teacher and mentor
- New teacher seminars/workshops
- Observations conducted by a mentor
- New teacher observations of master teachers

New Teacher Seminars or Workshops

- Instructional strategies
- Curriculum and assessments

Formative Assessments used with New Teachers

- Mentor logs focused on issues and results
- Mentor observations and feedback
- Foundations (e.g., basic skills, mentor roles and mentoring responsibilities)

Mentor Training Activities

- Coaching skills
- Observation strategies
- Knowledge and application of new teacher development

Evaluation Measures

- New teachers' job satisfaction

During the school year, how much time are new teachers required to participate in formal induction program activities not including mentoring support (e.g. new teacher seminars, workshops, network meetings)?

9-16 hours

During the school year, how much time are mentors required to meet with new teachers to provide ongoing professional and instructional support?

2 hrs/month

District Revenue

Did your district fund staff development?

Percentage of the genderal fund that was used for staff development.

2014 District Staff Development Report

District and School Site Staff Information

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District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

K-12 Arts Education

Are there specific professional development activities related to arts standards implementation and assessment at the district:

    Yes

Areas in which the district is currently implementing arts standards:

    Dance
        Elementary
        Secondary
    Media
        Elementary
        Secondary
    Music
        Elementary
        Secondary
    Theater
        Elementary
        Secondary
    Visual Arts
        Elementary
        Secondary

Individuals who assess the arts standards in the district:

    Classroom Teachers
        Elementary
    Other specialists such as phy ed, career and tech ed
        Elementary

Do you include arts teachers in your current or planned process for teacher evaluation?

    No

Areas in which the district would access services at the Perpich Center for Arts Education:

    Implementing arts standards

Are there specific professional development activities related to arts standards implementation and assessment at the district:

    No

Areas in which the district is currently implementing arts standards:

        Secondary
    Media
        Elementary
        Secondary
    Music
        Elementary
        Secondary
    Theater
        Elementary
        Secondary
    Visual Arts
        Elementary
        Secondary

Individuals who assess the arts standards in the district:

    Other specialists such as phy ed, career and tech ed
        Secondary

Do you include arts teachers in your current or planned process for teacher evaluation?

    Yes

2014 District Staff Development Report

Areas in which the district would access services at the Perpich Center for Arts Education:

Implementing arts standards

District Staff Development Goals

District Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Students will be provided with diverse instruction and delivery styles by highly qualified teachers who are well versed in instruction, material knowledge and pedagogy through the peer evaluation, administrative evaluation and/or action planning programs; and mentor/mentee programs for non-tenured teachers.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technical Education Social Studies World Language

District Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.
Findings:	All licensed staff and support staff were well trained with high quality staff development training, as indicated by 100% rating on State approved STARS report.
Impact on Student Learning:	Students are taught, supported, and served by well-trained staff members who have received high quality staff development.
Impact on Teacher Practice:	Staff members continue to grow their skill levels, and demonstrate and practice best practices. They have the opportunity to network with others in their fields within the district, as well as throughout the state.
Continue next year?	Y

District Staff Development Goals

District Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will have a safe environment to learn with highly qualified staff.

Content Area:	Science
	Mathematics
	Reading
	Art/Music
	Language Arts/Writing
	Health/Physical Education
	Career & Technical Education
	Social Studies
	World Language

District Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions.
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Continue next year?	Y

District Staff Development Goals

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technical Education Social Studies World Language

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Staff Development Goal:	Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.
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Continue next year?	Y

District Staff Development Goals

District Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Students will be provided with instructors that model positive interactions with others and build relationships based on respect.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technical Education Social Studies World Language

District Staff Development Goals, Activities, Strategies and Findings

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Continue next year?	Y

District Staff Development Goals

District Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Students will show improvement in NWEA-MAP and MCA tests
Content Area:	Mathematics Reading Language Arts/Writing

District Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.
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Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will have a safe environment with highly qualified staff as will community members and staff.
Related District Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.

Content Area:	Science
	Mathematics
	Reading
	Art/Music
	Language Arts/Writing
	Health/Physical Education
	Social Studies

School Staff Development Goals, Activities, Strategies and Findings

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Continue next year?	Y

School Staff Development Goals

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Content Area:	Science
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	Reading
	Art/Music
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	Health/Physical Education
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School Staff Development Goals

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Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will show improvement on all NWEA and MCA tests.
Related District Staff Development Goal:	The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.
Content Area:	Science Mathematics Reading Language Arts/Writing Social Studies

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.
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Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will have a safe environment to learn with highly qualified staff.
Related District Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.

Content Area:	Science
	Mathematics
	Reading
	Art/Music
	Language Arts/Writing
	Health/Physical Education
	Career & Technology
	Social Studies
	World Language

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Impact on Student Learning:	Students were taught, supported, and served by well-trained staff members who have received high quality staff development.
Impact on Teacher Practice:	Staff members continue to grow their skill levels, and demonstrate and practice best practices. They have the opportunity to network with others in their fields within the district, as well as throughout the state.
Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be provided with diverse instruction and delivery styles by highly qualified teachers who are well versed in instruction, material knowledge and pedagogy through the peer evaluation, administrative evaluation and/or action planning programs; and mentor/mentee programs for non-tenured teachers.
Related District Staff Development Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions.

Content Area:	Science
	Mathematics
	Reading
	Art/Music
	Language Arts/Writing
	Health/Physical Education
	Career & Technology
	Social Studies
	World Language

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.
Findings:	Teachers were encouraged to learn on an individual basis and share with the group. Staff also developed an appreciation of their peer's knowledge and input, thus building stronger educational teams. This helps with teacher retention and nurtured approach to teaching as a whole. Administration noted continued high quality instruction and strong ream collaboration.
Impact on Student Learning:	Increased teacher skill allowed for more diverse educational experience for all students, and an overall more positive classroom experience.
Impact on Teacher Practice:	Continuous improvement encourages teachers to grow in their practice of teaching, teaming and collaboration develops an environment where teachers can stretch their teaching encompass diverse learning styles and teaching tools.
Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.
Related District Staff Development Goal:	Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technology Social Studies World Language

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.
Findings:	Students are trained in the use of PowerPoint, Google for Schools, and a number of other online resources. These resources are used for research, development, and presentation of knowledge and learned skills. Trough our work on this goal a new position was created for a Technology Integrationist, which will be implemented in the 2014-15 school year.
Impact on Student Learning:	Students received more interesting, motivational, ans alternative types of assignments from teachers. Technology supports the diverse learning styles and needs of our students. Technology use allows for higher level thinking ans creates an atmosphere of trust, independence, and responsibility.
Impact on Teacher Practice:	Allowed for differentiation in the classroom, teachers use the technology in the following forms and for the following reasons: testing, curriculum mapping, syllabus creation, web page communication with parents and staff, record keeping, SMART boards, response pads, iPads.
Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be provided with instructors that model interactions with others and build relationships based on respect.
Related District Staff Development Goal:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.

Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technology Social Studies World Language

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.
Findings:	Positive classroom and school wide experience was noted by staff, students and parents, which is evidenced by various staff, student and parent surveys.
Impact on Student Learning:	A positive school experience results in students feeling comfortable, accepted, and safe. This indicated by strong attendance rates, positive peer relations, low incidence of behavioral concerns and student achievement.
Impact on Teacher Practice:	Positive interactions modeled by staff members created an environment of team building, problem solving, and support between staff members.
Continue next year?	Y

School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will show improvement on all NWEA and MCA tests.
Related District Staff Development Goal:	The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technology Social Studies World Language

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Findings:	On MCA tests, the district results had higher percentages of proficiency in both reading and math than the state average, the secondary school individually is showing growth towards state average.
Impact on Student Learning:	Student achievement and growth fosters excitement and interest in learning, which in turn supports strong student achievement levels.
Impact on Teacher Practice:	Teachers are encouraged by testing results, which creates a drive to monitor and adjust curriculum by examining formative assessments, pre and post test growth, MCA and NWEA data. This has created an atmosphere of encouraged continuation of co-teaching and collaboration.
Continue next year?	Y

2014 School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will have a safe environment with highly qualified staff as will community members and staff.
Related District Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Social Studies

School Staff Development Goals, Designs, Strategies and Findings

Staff Development Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions
Designs and Strategies:	Bi-Weekly Instructional strategies State assessment data District/School selected assessment data Classroom assessment data Student work Demonstration teaching Instructional strategy modeling Content/instructional coaching Coaching for continuing contract teachers Mentoring for probationary teachers Observation by peer observers Assessment Development Curriculum alignment/mapping Curriculum development Differentiated Instruction Technology in the classroom
High Quality Components:	- Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops. - Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research. - Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards. - Provided for professional learning communities that focus on student achievement. - Included the use of data and assessments to inform classroom practice. - Provided technology training to improve teaching and learning. - Increased teachers' ability to effectively instruct all students including culturally diverse learners, learners with special needs, gifted and talented students, students with Limited English Proficiency and at-risk students. - Improved teachers' classroom-management skills. - Helped all school personnel work effectively with students and their parents. - Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.

2014 School Staff Development Goals

Findings:	All licensed staff and support staff were well trained with high quality staff development training, as indicated by 100% rating on State approved STARS report.
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Continue next year?	Y

2014 School Staff Development Goals

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Continue next year?	Y

2014 School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.
Related District Staff Development Goal:	Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.
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Continue next year?	Y

2014 School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will be provided with instructors that model interactions with others and build relationships based on respect.
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School Staff Development Goals, Designs, Strategies and Findings

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2014 School Staff Development Goals

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Content Area: Science Mathematics Reading Language Arts/Writing Social Studies	

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Continue next year?	Y

2014 School Staff Development Goals

School Student Achievement Goals with Subject Areas

Student Achievement Goal:	Students will have a safe environment to learn with highly qualified staff.
Related District Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.
Content Area:	Science Mathematics Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technical Education Social Studies World Language

School Staff Development Goals, Designs, Strategies and Findings

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	Career & Technical Education
	Social Studies
	World Language

School Staff Development Goals, Designs, Strategies and Findings

Staff Development Goal:	Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.
Designs and Strategies:	Bi-Weekly
	Instructional strategies
	State assessment data
	District/School selected assessment data
	Classroom assessment data
	Student work
	Demonstration teaching
	Instructional strategy modeling
	Content/instructional coaching
	Coaching for continuing contract teachers
	Mentoring for probationary teachers
	Observation by peer observers
	Assessment Development
	Curriculum alignment/mapping
	Curriculum development
	Differentiated instruction
	Technology in the classroom

2014 School Staff Development Goals

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 020 MAPLE LAKE SECONDARY

High Quality Components:	• Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops. • Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research. • Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards. • Provided for professional learning communities that focus on student achievement. • Included the use of data and assessments to inform classroom practice. • Provided technology training to improve teaching and learning. • Increased teachers' ability to effectively instruct all students including culturally diverse learners, learners with special needs, gifted and talented students, students with Limited English Proficiency and at-risk students. • Helped all school personnel work effectively with students and their parents. • Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.
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2014 School Staff Development Goals

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Continue next year?	Y

2014 School Staff Development Goals

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Content Area:	Science
	Mathematics
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	World Language

School Staff Development Goals, Designs, Strategies and Findings

Staff Development Goal:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.
Designs and Strategies:	Bi-Weekly
	Does not apply
	State assessment data
	District/School selected assessment data
	Classroom assessment data
	Student work
	Demonstration teaching
	Instructional strategy modeling
	Content/instructional coaching
	Coaching for continuing contract teachers
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Continue next year?	Y

2014 School Staff Development Goals

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2014 School Staff Development Goals

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Continue next year?	Y

2014 Staff Development Gifted and Talented Program

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT
School: 010 MAPLE LAKE ELEMENTARY

Grade levels at which students were identified for gifted and talented services:

1

2

3

4

5

6

Tools used to identify gifted and talented students:

Individual Intelligence test (IQ)

Individual achievement test (e.g., NWEA, Woodcock-Johnson)

Minnesota Comprehensive Assessment (MCA)

Curriculum Based Assessments (CBA)

Adult nomination

Teacher nomination

Programming services available for gifted and talented students:

Pull-out gifted grouping

Regrouping for specific subject instruction

Within class ability/achievement grouping

Academic acceleration procedures available for gifted and talented students:

Early admission to kindergarten

Whole-grade acceleration

Subject-matter acceleration

Extracurricular academic teams/programs

Hours of staff development received by all teachers to specifically meet the needs of gifted and talented students:

2

Program design components of gifted and talented programming utilized:

Clear measurable objectives for the gifted and talented program

Articulated review process

Formal policies and or procedures for identification

Policies and procedures are accessible to parents and community

2014 Staff Development Gifted and Talented Program

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT
School: 020 MAPLE LAKE SECONDARY

Grade levels at which students were identified for gifted and talented services:

7

8

9-12

Students were not identified

Tools used to identify gifted and talented students:

Individual intelligence test (IQ)

Individual achievement test (e.g., NWEA, Woodcock-Johnson)

Minnesota Comprehensive Assessment (MCA)

Adult nomination

Teacher nomination

Programming services available for gifted and talented students:

Cross grade grouping

Regrouping for specific subject instruction

Independent study

College in the Schools (CIS)

Academic acceleration procedures available for gifted and talented students:

Early entrance into middle school or high school

Subject-matter acceleration

College in the Schools (CIS)

Extracurricular academic teams/programs

Hours of staff development received by all teachers to specifically meet the needs of gifted and talented students:

3

Program design components of gifted and talented programming utilized:

Clear measurable objectives for the gifted and talented program

Formal policies and or procedures for identification

Policies and procedures are accessible to parents and community

Parent involvement opportunities

2014 School Staff Development Report

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

Student Achievement Goal: Students will have a safe environment with highly qualified staff as will community members and staff.

Staff Development Goal: Keep all staff (certified, non-certified, support and administrative) current in their positions

Content Area:
Art/Music
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies

Findings: All licensed staff and support staff were well trained with high quality staff development training, as indicated by 100% rating on State approved STARS report.

Impact on Student Learning: Students are taught, supported, and served by well-trained staff members who have received high quality staff development.

Impact on Teacher Practice: Staff members continue to grow their skill levels, and demonstrate and practice best practices. They have the opportunity to network with others in their fields within the district, as well as through out the state.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Instructional strategies
- State assessment data
- District/School selected assessment data
- Classroom assessment data
- Student work
- Demonstration teaching
- Instructional strategy modeling
- Content/instructional coaching
- Coaching for continuing contract teachers
- Mentoring for probationary teachers
- Observation by peer observers
- Assessment Development
- Curriculum alignment/mapping
- Curriculum development
- Differentiated instruction
- Technology in the classroom

High Quality Components:

- Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.
- Helped all school personnel work effectively with students and their parents.
- Improved teachers' classroom-management skills.
- Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.
- Included the use of data and assessments to inform classroom practice.
- Increased teachers' ability to effectively instruct all students including culturally diverse learners, learners with special needs, gifted and talented students, students with Limited English Proficiency and at-risk students.
- Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards.
- Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.
- Provided for professional learning communities that focus on student achievement.
- Provided technology training to improve teaching and learning.

2014 School Staff Development Report

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

Student Achievement Goal: Students will be provided with diverse instruction and delivery styles by highly qualified teachers who are v

Staff Development Goal: Maintain highly qualified staff providing quality instruction. The staff follows the Q Comp plan to provide quality instruction through peer review, and professional learning communities.

Content Area:
Art/Music
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies

Findings: Teachers were encouraged to learn on an individual basis and share with the group. Staff also developed an appreciation of their peer's knowledge and input, thus building stronger educational teams. This helps with teacher retention and a nurtured approach to teaching as a whole. Administration noted continued high quality instruction and strong team collaboration.

Impact on Student Learning: Increased teacher skill allowed for more diverse educational experience for all students, and an overall more positive classroom experience.

Impact on Teacher Practice: Continuous improvement encourages teachers to grow in their practice of teacheing, teaming and collaboration develops an environment where teachers can stretch their teaching and encompass diverse learning styles and teaching tools.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Instructional strategies
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High Quality Components:

2014 School Staff Development Report

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- Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.
- Provided technology training to improve teaching and learning.

2014 School Staff Development Report

Student Achievement Goal: Students will be able to use technology to enhance their education and demonstrate their skills and knowl-

Staff Development Goal: Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.

Content Area:
Art/Music
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies

Findings: Students are trained in the use of PowerPoint, Google for Schools, and a number of other online resources. These resources are used for research, development, and presentation of knowledge and learned skills.Through our work on this goal a new position was created for a Technology Integrationist, which will be implemented in the 2014-15 school year.

Impact on Student Learning: Students received more interesting, motivational, and alternative types of assignments from teachers. Technology supports the diverse learning styles and needs of our students. Technology use allows for higher level thinking and creates an atmosphere of trust, independence, and responsibility

Impact on Teacher Practice: Allowed for differentiation in the classroom, teachers use the technology in the following forms and for the following reasons: testing, curriculum mapping, syllabus creation, web page/blog communication with parents and staff, record keeping, SMART boards, response pads, iPads.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Assessment (formative and/or summative)
- State assessment data
- District/School selected assessment data
- Classroom assessment data
- Student work
- Demonstration teaching
- Instructional strategy modeling
- Content/instructional coaching
- Coaching for continuing contract teachers
- Mentoring for probationary teachers
- Observation by peer observers
- Assessment Development
- Curriculum alignment/mapping
- Curriculum development
- Differentiated instruction
- Technology in the classroom

High Quality Components:

2014 School Staff Development Report

- Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.
- Helped all school personnel work effectively with students and their parents.
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- Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.
- Provided for professional learning communities that focus on student achievement.
- Provided technology training to improve teaching and learning.

2014 School Staff Development Report

Student Achievement Goal: Students will be provided with instructors that model interactions with others and build relationships based

Staff Development Goal: Teachers will have skills enhanced to model positive interactions in communication among staff and with others.

Content Area: Art/Music
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies

Findings: Positive classroom and school wide experience was noted by staff, students, and parents which is evidenced by various staff, student, and parent surveys.

Impact on Student Learning: A positive school experience results in students feeling comfortable, accepted and safe. This is indicated by strong attendance rates, positive peer relations, low incidence of behavioral concerns and student achievement.

Impact on Teacher Practice: Positive interactions modeled by staff members created an environment of team building, problem solving, and support between staff members.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:

- Bi-Weekly
- Assessment (formative and/or summative)
- State assessment data
- District/School selected assessment data
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- Student work
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High Quality Components:

2014 School Staff Development Report

- Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.
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- Provided for professional learning communities that focus on student achievement.
- Provided technology training to improve teaching and learning.

2014 School Staff Development Report

Student Achievement Goal: Students will show improvement on all NWEA and MCA tests.

Staff Development Goal: The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.

Content Area: Language Arts/Writing
Mathematics
Reading
Science
Social Studies

Findings: On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.

Impact on Student Learning: Student achievement and growth fosters excitement and interest in learning, which in turn supports strong studnet achievement levels.

Impact on Teacher Practice: Teachers are encouraged by testing results, which creates a drive to monitor and adjust curriculum by examining formative assessments, pre and post test growth, MCA and NWEA data. This has created an atmosphere of encouraged continuation of co-teaching and collaboration.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Assessment (formative and/or summative)
- State assessment data
- District/School selected assessment data
- Classroom assessment data
- Student work
- Demonstration teaching
- Instructional strategy modeling
- Content/instructional coaching
- Coaching for continuing contract teachers
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High Quality Components:

2014 School Staff Development Report

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2014 School Staff Development Report

Gifted and Talented Components

Grade levels at which students were identified for gifted and talented services:

- 1
- 2
- 3
- 4
- 5
- 6

Tools used to identify gifted and talented students:

- Individual intelligence test (IQ)
- Individual achievement test (e.g., NWEA, Woodcock-Johnson)
- Minnesota Comprehensive Assessment (MCA)
- Curriculum Based Assessments (CBA)
- Adult nomination
- Teacher nomination

Programming services available for gifted and talented students:

- Pull-out gifted grouping
- Regrouping for specific subject instruction
- Within class ability/achievement grouping

Academic acceleration procedures available for gifted and talented students:

- Early admission to kindergarten
- Whole-grade acceleration
- Subject-matter acceleration
- Extracurricular academic teams/programs

Hours of staff development received by teachers to meet the needs of gifted and talented students:

2

Available components of gifted and talented programming:

- Clear measurable objectives for the gifted and talented program
- Articulated review process
- Formal policies and or procedures for identification
- Policies and procedures are accessible to parents and community

2014 School Staff Development Report

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

Student Achievement Goal: Students will have a safe environment to learn with highly qualified staff.

Staff Development Goal: Keep all staff (certified, non-certified, support and administrative) current in their positions

Content Area:
Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies
World Language

Findings: All licensed staff and support staff were well trained with high quality staff development, as indicated by 100% rating on State approved STARS report.

Impact on Student Learning: Students were taught, supported, and served by well-trained staff members who have received high quality staff development.

Impact on Teacher Practice: Staff members continue to grow their skill levels, and demonstrate and practice best practices. They have the opportunity to network with others in their fields within the district, as well as throughout the state.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Instructional strategies
- State assessment data
- District/School selected assessment data
- Classroom assessment data
- Student work
- Demonstration teaching
- Instructional strategy modeling
- Content/instructional coaching
- Coaching for continuing contract teachers
- Mentoring for probationary teachers
- Observation by peer observers
- Assessment Development
- Curriculum alignment/mapping
- Curriculum development
- Differentiated instruction
- Technology in the classroom

High Quality Components:

2014 School Staff Development Report

- Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.
- Helped all school personnel work effectively with students and their parents.
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2014 School Staff Development Report

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Content Area:
Art/Music
Career & Technology
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Mathematics
Reading
Science
Social Studies
World Language

Findings: Teachers were encouraged to learn on an individual basis and share with the group. Staff also developed an appreciation of their peer's knowledge and input, thus building stronger educational teams. This helps with teacher retention and nurtured approach to teaching as a whole. Administration noted continued high quality instruction and strong ream collaboration.

Impact on Student Learning: Increased teacher skill allowed for more diverse educational experience for all students, and an overall more positive classroom experience.

Impact on Teacher Practice: Continuous Improvement encourages teachers to grow in their practice of teaching, teaming and collaboration develops an environment where teachers can stretch their teaching encompass diverse learning styles and teaching tools.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
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2014 School Staff Development Report

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Staff Development Goal: Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Staff will also use resources to implement technology into their curriculum, record-keeping, communications with parents, and daily life.

Content Area: Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
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Science
Social Studies
World Language

Findings: Students are trained in the use of PowerPoint, Google for Schools, and a number of other online resources. These resources are used for research, development, and presentation of knowledge and learned skills. Trough our work on this goal a new position was created for a Technology Integrationist, which will be implemented in the 2014-15 school year.

Impact on Student Learning: Students received more interesting, motivational, ans alternative types of assignments from teachers. Technology supports the diverse learning styles and needs of our students. Technology use allows for higher level thinking ans creates an atmosphere of trust, independence, and responsibility.

Impact on Teacher Practice: Allowed for differentiation in the classroom, teachers use the technology in the following forms and for the following reasons: testing, curriculum mapping, syllabus creation, web page communication with parents and staff, record keeping, SMART boards, response pads, iPads.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Instructional strategies
- State assessment data
- District/School selected assessment data
- Classroom assessment data
- Student work
- Demonstration teaching
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- Coaching for continuing contract teachers
- Mentoring for probationary teachers
- Observation by peer observers
- Assessment Development
- Curriculum alignment/mapping
- Curriculum development
- Differentiated instruction
- Technology in the classroom

High Quality Components:

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

- Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development.
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2014 School Staff Development Report

Student Achievement Goal: Students will be provided with instructors that model interactions with others and build relationships based

Staff Development Goal: Teachers will have skills enhanced to model positive interactions in communication among staff and with others.

Content Area:
Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies
World Language

Findings: Positive classroom and school wide experience was noted by staff, students and parents, which is evidenced by various staff, student and parent surveys.

Impact on Student Learning: A positive school experience results in students feeling comfortable, accepted, and safe. This indicated by strong attendance rates, positive peer relations, low incidence of behavioral concerns and student achievement.

Impact on Teacher Practice: Positive interactions modeled by staff members created an environment of team building, problem solving, and support between staff members.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:

- Bi-Weekly
- Does not apply
- State assessment data
- District/School selected assessment data
- Classroom assessment data
- Student work
- Demonstration teaching
- Instructional strategy modeling
- Content/instructional coaching
- Coaching for continuing contract teachers
- Mentoring for probationary teachers
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- Assessment Development
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- Differentiated instruction
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High Quality Components:

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2014 School Staff Development Report

Student Achievement Goal: Students will show improvement on all NWEA and MCA tests.

Staff Development Goal: The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher test scores and more students demonstrating proficiency.

Content Area:
Art/Music
Career & Technology
Health/Physical Education
Language Arts/Writing
Mathematics
Reading
Science
Social Studies
World Language

Findings: On MCA tests, the district results had higher percentages of proficiency in both reading and math than the state average, the secondary school individually is showing growth towards state average.

Impact on Student Learning: Student achievement and growth fosters excitement and interest in learning, which in turn supports strong student achievement levels.

Impact on Teacher Practice: Teachers are encouraged by testing results, which creates a drive to monitor and adjust curriculum by examining formative assessments, pre and post test growth, MCA and NWEA data. This has created an atmosphere of encouraged continuation of co-teaching and collaboration.

Continue next year? Y

Designs and Strategies Used to Implement Goals

Designs and Strategies:
- Bi-Weekly
- Assessment (formative and/or summative)
- State assessment data
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High Quality Components:

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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- Provided technology training to improve teaching and learning.

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

Gifted and Talented Components

Grade levels at which students were identified for gifted and talented services:

- 7
- 8
- 9-12
- Students were not identified

Tools used to identify gifted and talented students:

- Individual intelligence test (IQ)
- Individual achievement test (e.g., NWEA, Woodcock-Johnson)
- Minnesota Comprehensive Assessment (MCA)
- Adult nomination
- Teacher nomination

Programming services available for gifted and talented students:

- Cross grade grouping
- Regrouping for specific subject instruction
- Independent study
- College in the Schools (CIS)

Academic acceleration procedures available for gifted and talented students:

- Early entrance into middle school or high school
- Subject-matter acceleration
- College in the Schools (CIS)
- Extracurricular academic teams/programs

Hours of staff development received by teachers to meet the needs of gifted and talented students:

3

Available components of gifted and talented programming:

- Clear measurable objectives for the gifted and talented program
- Formal policies and or procedures for identification
- Policies and procedures are accessible to parents and community
- Parent involvement opportunities