# 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
carlsonc@maplelake.k12.mn.us

	Advisory Committee Members	<b>3</b>	
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
Kada Mavencamp	Special Education Teacher	Other	Multiple
Kris Harlan	Administrator		
Paula Schmidt	Parent not in Targeted Subgroup		
Stacle Schneider	Teacher	Multiple	2
Nicole Casebolt	Teacher	Other	Multiple
Joe Paumen	External Provider		
Andrew Boman	Teacher	Social Studies	Mulliple
Colleen Carlson	Special Education Teacher	Other	Multiple
Jeanle Omvig	Teacher	Science	Multiple
Annie Jost	Teacher	Muitiple	к
Sandi Pomje	Special Education Teacher	Other	Multiple
Mark Redemske	Administrator		
Amy Volgt	Teacher	Math	Multiple
Kim Fynboh	Teacher	Other	Multiple

Student Achtevement 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/ Health/Physical Career & Techr Social Studies World Languag	Education and and a second a second and a second a second and a second a second and
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Student Achieve	ment Goal: Stud	ents will have a safe environment to learn with highly qualified staff.
Content Area:	Science	
	Mathematics	
	Reading	
	Art/Music	
	Language Arts/Writing	
	Health/Physical Education	lion
	Career & Technology	
	Social Studies	
	Occide Cadaloo	
•	World Language ant Goals and Findin	
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Student Achieve	ment 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∧	Vriting
	Health/Physical	Education
	Career & Techn	alogy
	Social Studies	
	World Language	}
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District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Print Date: 1/20/2015 2:51:27PM

Content Area: Science Mathematics Reading Art/Music Language Arts/Writing Heelth/Physical Education Career & Technology Social Studies	
Reading Art/Music Language Arts/Writing Health/Physical Education Career & Technology	
Art/Music Language Arts/Writing Health/Physical Education Career & Technology	
Language Arts/Writing Health/Physical Education Career & Technology	
Health/Physical Education Career & Technology	
Career & Technology	
Social Siddles	
World Language	
Staff Development Goals and Findings  Staff Development Goal:  Teachers will have skills enhanced to model positive intera communication among staff and with others.	ctions in
Findings:  Positive classroom and school wide experience was noted and parents which is evidenced by various staff, student are	nd parent surveys.
Impact on Student Learning: A positive school experience results in students feeling cor	nfortable,
Impact of Oracine Courting.	
accepted, and safe. This is indicated by strong attendance	
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District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Print Date: 1/20/2015 2:51:27PM

Student Achievement Goal:		Students will show improvement in NWEA-MAP and MCA tests	
Content Area:	Mathematics		
	Reading Language Arts/W	riling	
Staff Developme	ent Goals and Fi	ndings	
Staff Developme	nt 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.	
		On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.	
Findings:			
Findings: Impact on Stude	nt Learning:	Student achievement and growth fosters excitement and interest in teaming, which in turn supports strong student achievement levels.	

## 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

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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.

	Tea	chers	Paraprofe	ssionals		ensed tructional
	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

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 Developm	ent Goals:	5		
District Staff Development Goals that w school site student achievement goals.	ere related to	5		
Goals to Continue Next Year:		5	100,00%	
Goals NOT to Confinge Next Year:		0	0.00%	

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

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 laught, 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.

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Continue next year?

 Print Date:
 1/20/2015 2:53:08PM
 Page 1 of 9
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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 tearns. 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 overali 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?

Υ

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

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

skills and knowledge.

Staff will attend meetings and workshops offered to learn how to use technology to aid student Staff Development Goal:

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.

Art/Music Content Area:

Career & Technology Health/Physical Education Language Arts/Writing

Mathematics Reading Science Social Studies World Language

Students are trained in the use of PowerPoint, Google for Schools, and a number of other Findings:

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.

Students received more interesting, motivational, and alternative types of assignments from Impact on Student Learning:

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.

Allowed for differentiation in the classroom, teachers use the technology in the following forms Impact on Teacher Practice:

for the following reasons:

testing, curriculum mapping, syllabus creation, web page communication with parents and

staff, record keeping, SMART boards, response pads, iPads.

Υ Continue next year?

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?

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

Y

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?

 Print Date: 1/20/2015 2:53:08PM
 Page 5 of 9
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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.

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

## 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:

Nο

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

 Print Date:
 1/20/2015 2:53:08PM
 Page 8 of 9
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District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

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

 Print Date:
 1/20/2015 2:53:08PM
 Page 9 of 9
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District Studer	nt Achieven	nent Goals with Subject Areas
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Staff Developmen	t Goal: t Learning:	Staff will attend meetings and workshops offered to tearn 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.  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.  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

District Studer	t Achiever	nent Goals with Subject Areas
Student Achieven	ent Goal:	Students will be provided with instructors that model positive interactions with others and build relationships based on respect.
Content Area:	Health/P Career & Social St World La	e Arts/Writing hysical Education Technical Education udies
Staff Developmen		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.
luun sat su Chadeni		
Impact on Studen	t 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 Teache		accepted, and safe. This is indicated by strong attendance rates, positive peer relations, low incidence of behavioral concerns, and student

District Studen	District Student Achievement Goals with Subject Areas			
Student Achievem	Student Achievement Goal: Students will show improvement in NWEA-MAP and MCA tests			
Content Area:	Mathematics Reading Language Arts/Writing			
t Staff Developmer	nt Goals, Activities, Strategies and Findings			
Staff Development	t 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.			
Staff Development	workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher lest scores and			
	workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher lest scores and more students demonstrating profictency.  On MCA tests, the district results had higher percentages of Proficiency both reading and math than the state average.  I Learning: Student achievement and growth fosters excitement and interest in team			
Findings:	workshop days as well as outside staff development workshop days throughout year to improve instruction resulting in higher lest scores and more students demonstrating proficiency.  On MCA tests, the district results had higher percentages of Proficiency both reading and math than the state average.  I Learning:  Student achievement and growth fosters excitement and interest in feam which in turn supports strong student achievement levels.			

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School Staden	School Student Achievement Goals with Subject Areas			
Student Achieven	nent Goal:	Students will have a safe environment with highly qualified staff as will community members and staff.		
Related District S	taff Developme	ent 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.		
Gontent Area:		; e Arts/Writing nystcal Education		
	nt Goals, Ac	ctivities, Strategies and Findings		
Staff Developmer		Strategies and Findings  Keep all staff (certified, non-certified, support and administrative) current in their positions		
·		Keep all staff (certified, non-certified, support and administrative) current in		
Staff Developmen	1 Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions  All licensed staff and support staff were well trained with high quality staff development training, as indicated by 100% rating on State approved STARS		
Staff Developmen Findings:	1 Goal: t Learning:	Keep all staff (certified, non-certified, support and administrative) current in their positions  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.  Students are taught, supported, and served by well-trained staff members		

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

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 St	taff Developme	nt Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions.
Content Area:		Arts/Writing /sical Education	
taff Developmer	nt Goals, Ac	ivities, Strategi	es and Findings
taff Developmen		Me the	es and Findings sintain highly qualified staff providing quality instruction. The staff follows a Q Comp plan to provide quality instruction through peer review, and biessional feaming communities.
•		Me the pro Te gro inp rel no	eintain highly qualified staff providing quality instruction. The staff follows a Q Comp plan to provide quality instruction through peer review, and offessional learning communities.  achers were encouraged to learn on an individual basis and share with the pup. Staff also developed an appreciation of their peer's knowledge and put, thus building stronger educational teams. This helps with teacher ention and a nurtured approach to teaching as a whole. Administration ted continued high quality instruction and strong team collaboration.
Staff Developmen	t Goal:	Me the pro Te gro inp ret no	aintain highly qualified staff providing quality instruction. The staff follows a Q Comp plan to provide quality instruction through peer review, and offessional learning communities.  achers were encouraged to learn on an individual basis and share with the pup. Staff also developed an appreciation of their peer's knowledge and put, thus building stronger educational teams. This helps with teacher ention and a nurtured approach to teaching as a whole. Administration
Staff Developmen	t Goal:	Me the pn Te gre inp ret no inc all	eintain highly qualified staff providing quality instruction. The staff follows a Q Comp plan to provide quality instruction through peer review, and offessional feaming communities.  achers were encouraged to feam on an individual basis and share with the pup. Staff also developed an appreciation of their peer's knowledge and put, thus building stronger educational teams. This helps with teacher ention and a nurtured approach to teaching as a whole. Administration ted continued high quality instruction and strong team collaboration.

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School Student Achievement Goals with Subject Areas			
Student Achieven	nent Goal:	Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.	
Related District S	taff Developm	ent Goal:  Steff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for students. Steff will also use resources to implement technology into their curriculum, record-keeping communications with parents, and daily life.	
Content Area:		e B Arts/Writing Dysical Education	
taff Develonmer	nt Goals. Ac	ctivities. Strategies and Findings	
taff Developmen		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.	
•		Staff will attend meetings and workshops offered to learn how to use technology to aid student learning as well as model technology use for	
Staff Developmen	nt 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.  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,	
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District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

	t Achievem	ment Goals with Subject Areas
Student Achievem	ent Goal:	Students will be provided with instructors that model interactions with others and build relationships based on respect.
Related District St	aff Developm	nent Goal: Teachers will have skills enhanced to model positive Interactions in communication among staff and with others.
Content Area:	~ ~	natics ] ic ge Arts/Writing Physical Education
ool Staff Developmen	t Goals, Ad	activities, Strategies and Findings
ool Staff Developmen		Teachers will have skills enhanced to model positive interactions in communication among staff and with others.
		Teachers will have skills enhanced to model positive interactions in communication among staff and with others.  Positive classroom and school wide experience was noted by staff, students, and parents which is evidenced by various staff, student, and parent surveys.
Staff Development	t Goal:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.  Positive classroom and school wide experience was noted by staff, students, and parents which is evidenced by various staff, student, and parent surveys.  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.
Staff Development Findings:	t Goal: Learning:	Teachers will have skills enhanced to model positive interactions in communication among staff and with others.  Positive classroom and school wide experience was noted by staff, students, and parents which is evidenced by various staff, student, and parent surveys.  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

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 010 MAPLE LAKE ELEMENTARY

Student Achleven	nant Goal: Students will s	show improvement on all NWEA and MCA tests.
Otoucht Achieven	TOTAL COUNTY NIB C	,
Related District St	taff 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 lest scores and more students demonstrating proficiency.
Content Area:	Science	
	Mathematics	
	Reading	
	Language Arts/Writing	
aff Davelopmer	Social Studies  nt Goals, Activities, Stra	ategies and Findings
•	Social Studies	
aff Davelopmer	Social Studies	The staff was trained through staff meetings, in-service during late starts,
•	Social Studies	The staff was trained through staff meetings, in-service during late starts, workshop days as well as outside staff development workshop days
•	Social Studies	The staff was trained through staff meetings, in-service during late starts,
•	Social Studies	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
Staff Developmen	Social Studies	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.  On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.
Staff Developmen	Social Studies  nt Goals, Activities, Stra	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.  On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.  Student achievement and growth fosters excitement and interest in learning,
Staff Developmen Findings: Impact on Studen	Social Studies  nt Goals, Activities, Stra t 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.  On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.  Student achievement and growth fosters excitement and interest in learning, which in turn supports strong studnet achievement levels.
Staff Developmen	Social Studies  nt Goals, Activities, Stra t 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.  On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.  Student achievement and growth fosters excitement and interest in learning, which in turn supports strong studnet achievement levels.  Teachers are encouraged by testing results, which creates a drive to monitor.
Staff Developmen Findings: Impact on Studen	Social Studies  nt Goals, Activities, Stra t 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.  On MCA tests, the district results had higher percentages of Proficiency in both reading and math than the state average.  Student achievement and growth fosters excitement and interest in learning, which in turn supports strong studnet achievement levels.

Print Date: 1/20/2015 2:53:38PM Page 10 of 15 SD\_R20\_FullDistrictSchoolReport

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 020 MAPLE LAKE SECONDARY

School Studen	t Achievement Go	als with Subject Areas
Student Achieven	nent Goal: Student	ts will have a safe environment to learn with highly qualified staff.
Related District St	aff 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/Wri Health/Physical Ed Career & Technolo Social Studies World Language	ducation
Staff Developmer	ıt Goals, Activities,	, Strategies and Findings
Staff Developmen	t Goal:	Keep all staff (certified, non-certified, support and administrative) current in their positions
		All licensed staff and support staff were well trained with high quality staff development, as indicated by 100% rating on State approved STARS report.
Findings:		
Findings: Impact on Studen	t Learning:	Students were taught, supported, and served by well-trained staff members who have received high quality staff development.

Print Date: 1/20/2015 2:53:38PM

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 020 MAPLE LAKE SECONDARY

Johnson Stader	it Achlevem	nent Goals with Subject Areas
Student Achieven	nent 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 S	taff Developme	ent Goal: Keep all staff (certified, non-certified, support and administrative) current in the positions.
Content Area:	Health/Ph	: e Arts/Writing nysical Education Technology
aff Developmer	World Lan	nguage
aff Developmen	World Lan	
	World Lan	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.  Teachers were encouraged to learn on an individual basis and share with 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
Staff Developmen	World Lan	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.  Teachers were encouraged to learn on an individual basis and share with 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.  Increased teacher skill allowed for more diverse educational experience for all students, and an overall more positive classroom experience.
Staff Developmen Findings:	World Lan  It Goals, Act  It 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.  Teachers were encouraged to learn on an individual basis and share with 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.  Increased teacher skill allowed for more diverse educational experience for

Page 12 of 15

Distric≰ 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 020 MAPLE LAKE SECONDARY

	t Achievem	ent Goals with Subject Areas
Student Achleveл	nent Goal:	Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.
Related District S	taff Developme	nt Goal:  Staff will attend meetings and workshops offered to tearn 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:	Health/Phy	Arts/Writing ysical Education Fechnology dies
taff Developmen	it Goals, Act	lvities, Strategies and Findings
taff Developmen		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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Staff Development	t 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.  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 tearned 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.  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

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 020 MAPLE LAKE SECONDARY

Student Achiever	tent Goal:	Students will be provided with instructors that model interactions with others and build relationships based on respect.
Related District S	taff Developm	ment Goal: Teachers will have skills enhanced to model positive interactions in communication among staff and with others.
Content Area:	Health/P Career & Social Si World La	natics 9 silc ge Arts/Writing Physical Education & Technology
	,	Teachers will have skills enhanced to model positive interactions in
Staff Developmen	t Goal:	· · · · · · · · · · · · · · · · · · ·
Staff Developmen	t Goal:	communication among staff and with others.  Positive classroom and school wide experience was noted by staff, students and parents, which is evidenced by various staff, student and parent surveys.
<u> </u>		communication among staff and with others.  Positive classroom and school wide experience was noted by staff, students
Findings:	t Learning:	communication among staff and with others.  Positive classroom and school wide experience was noted by staff, students and parents, which is evidenced by various staff, student and parent surveys.  A positive school experience results in students feeling comfortable, accepted, and safe. This indicated by strong attendance rates, positive peer

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 020 MAPLE LAKE SECONDARY

·····	nt Achievement Goz	
Student Achieven	nent Goal: Students	s will show improvement on all NWEA and MCA tests.
Related District S	taff Development Goal:	The staff was trained through staff meetings, in-service during tate 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/Writ Health/Physical Ed Career & Technolo	ucation
aff Developmer	Social Studies World Language  It Goals, Activities,	
aff Developmer	World Language nt Goals, Activities,	Strategies and Findings  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
-	World Language nt Goals, Activities,	Strategies and Findings  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.  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.
Staff Developmen	World Language nt Goals, Activities, t Goal:	Strategies and Findings  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.  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.  Student achievement and growth fosters excitement and interest in fearning, which in turn supports strong student achievement levels.
Staff Developmen	World Language  It Goals, Activities, It Goal:	Strategies and Findings  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.  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.  Student achievement and growth fosters excitement and interest in fearning,

# 2014 School Staff Development Goals District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Student Achievement Goal: Related District Staff Development Goal:		Students will have a safe environment with highly qualified staff as will community members and staff.  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.	
aff Developme	nt Goals, Designs, S	Strategies and Findings	
Staff Development Goal:		Keep all staff (certified, non-certified, support and administrative) current in their positions	
Designs and	Sualegies.	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:	<ul> <li>Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.</li> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.</li> <li>Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards.</li> <li>Provided for professional learning communities that focus on student achievement.</li> <li>Included the use of data and assessments to inform classroom practice.</li> <li>Provided technology training to improve teaching and learning.</li> <li>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.</li> <li>Improved teachers' classroom-management skills.</li> <li>Helped all school personnel work effectively with students and their parents.</li> <li>Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and</li> </ul>	

# 2014 School Staff Development Goals District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

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

# 2014 School Staff Development Goals District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

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 Educa Social Studies	nori
taff Developme	nt Goals, Designs, S	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.  Bi-Weekty
Designs and Strategies:		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:		<ul> <li>Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.</li> </ul>
		<ul> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.</li> </ul>
		Increased teachers' and principals' knowledge and skills in
		providing appropriate curriculum, instruction and assessment to
		help students meet and exceed state academic standards.
		<ul> <li>Included the use of data and assessments to inform classroom practice.</li> </ul>
		<ul> <li>Provided technology training to improve teaching and learning.</li> </ul>
		Increased teachers' ability to effectively instruct all students
		including culturally diverse learners, learners with special needs,
		gifted and talented students, students with Limited English
		Profictency and at-risk students.
		<ul> <li>Helped all school personnel work effectively with students and their parents.</li> </ul>
		<ul> <li>parents.</li> <li>Evaluated designs and strategies for impact on teacher</li> </ul>
		effectiveness to increase student academic achievement and
		improve the quality of future professional development.

Scho≪I: 010 MAPLE LAKE ELEMENTARY

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

School: 010 MAPLE LAKE ELEMENTARY

Student Achievement Goal:		Students will be able to use technology to enhance their education and demonstrate their stills and knowledge.	
Related District Staff Development Goal:		their skills and knowledge.  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 Educa		
aff Developme	nt Goals, Designs, S	strategles 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,	
		technology to aid student learning as well as model technology use for	
		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	

School: 010 MAPLE LAKE ELEMENTARY

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?	Υ

Schoool: 010 MAPLE LAKE ELEMENTARY

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 Educa Social Studies	ion
aff Developme	ent Goals, Designs, S	Strategies and Findings
Staff Developme	ent Goal;	Teachers will have skills enhanced to model positive interactions in
		communication among staff and with others.
Designs and	Strategies:	Bi-Weekly
		Assessment (formative and/or summative)
		State assessment data
		District/School selected assessment data
		Classroom assessment data
		Student work
		Demonstration leaching
		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 (eachers, principals, parents and administrators in
		planning sustainable classroom focused activities that were not
		<ul> <li>one-day or short-term workshops.</li> <li>Increased teachers' knowledge of academic subjects and</li> </ul>
		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.
		<ul> <li>Provided for professional learning communities that focus on</li> </ul>
		student achievement.
		<ul> <li>Included the use of data and assessments to inform classroom</li> </ul>
		practice,
		<ul> <li>Provided technology training to improve teaching and learning.</li> </ul>
		Increased teachers' ability to effectively instruct all students including authority dispress increase with an exist and the students.
		including culturally diverse learners, learners with special needs,
	gifted and talented students, students with Limited English Proficiency and at-risk students.	
		<ul> <li>Improved teachers' classroom-management skills.</li> </ul>
		<ul> <li>Helped all school personnel work effectively with students and their</li> </ul>
		parents,
		<ul> <li>Evaluated designs and strategies for impact on teacher</li> </ul>
		effectiveness to increase student academic achievement and
		improve the quality of future professional development.
		improve the quality of future professional development.

School: 010 MAPLE LAKE ELEMENTARY

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 bullding, problem solving, and support between staff members.
Continue next year?	Υ

School: 010 MAPLE LAKE ELEMENTARY

Student Achievement Goal: Related District Staff Development Goal:		Students will show improvement on all NWEA and MCA tests.	
		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		
aff Developmen	t Goals, Designs, S	Strategles 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.	
		State assessment data District/School selected assessment data Classroom assessment date 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 Co	omponents:	<ul> <li>Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.</li> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.</li> <li>Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards.</li> <li>Provided for professional learning communities that focus on student achievement.</li> <li>Included the use of data and assessments to inform classroom practice.</li> <li>Provided technology training to improve teaching and learning.</li> <li>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.</li> <li>Improved teachers' classroom-management skills.</li> <li>Helped all school personnel work effectively with students and their parents.</li> <li>Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and</li> </ul>	

### Scho-ol: 010 MAPLE LAKE ELEMENTARY

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?	

Student Achievement Goal:	Students will have a safe environment to learn with highly qualified staff,  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.	
Related District Staff Develòpment Go		
Content Area: Science Mathematics Reading Art/Music Language Arts/Writ Health/Physical Edu Career & Technical Social Studies World Language	reation Education	
hool Staff Development Goals, Designs Staff Development Goal:	s, Strategies and Findings  Keep all staff (certified, non-certified, support and administrative) current in	
Designs and Strategles:	their positions  Bi-Weekly	
High Quality Components:	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 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 strategles 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	

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

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 S	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/Writin Health/Physical Educ		
	Career & Technical E		
	Social Studies	·	
	World Language		
Staff Developme	nt Goals, Designs,	Strategies and Findings	
Staff Developmer	nt Goal:	Maintain highly qualified staff providing quality instruction. The staff follows	
		the Q Comp plan to provide quality Instruction through peer review, and	
Designs and	Ctratagiane	professional feaming communities.  Bi-Weekty	
Designs attu-	atiategies.	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	
		recontrology in the dassicons	

High Quality Components:	<ul> <li>Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.</li> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategles using scientifically based research.</li> <li>Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards.</li> <li>Provided for professional learning communities that focus on student achievement.</li> <li>Included the use of data and assessments to inform classroom practice.</li> <li>Provided technology training to improve teaching and learning.</li> <li>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.</li> <li>Helped all school personnel work effectively with students and their parents.</li> <li>Evaluated designs and strategles for impact on teacher effectiveness to increase student academic achievement and improve the quality of future professional development,</li> </ul>
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 leaching, teaming and collaboration develops an environment where teachers can stretch their teaching encompass diverse learning styles and teaching tools.
Continue next year?	Y

Student Achievement Goal: Related District Staff Development Goal:		Students will be able to use technology to enhance their education and demonstrate their skills and knowledge.  Staff will attend meetings and workshops offered to team 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.	
aff Developme	ent Goals, Designs, S	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.	
Designs and		Instructional strategies State assessment data District/School selected assessment data Classroom assessment data Student work Demonstration teaching Instructional strategy modelling 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:	<ul> <li>Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.</li> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.</li> <li>Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards.</li> <li>Provided for professional learning communities that focus on student achievement.</li> <li>Included the use of data and assessments to inform classroom practice.</li> <li>Provided technology training to improve teaching and learning.</li> <li>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.</li> <li>Helped all school personnel work effectively with students and their parents.</li> <li>Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and</li> </ul>
Findings:	improve the quality of future professional development.  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

Student Achievement Goal:	Students will be provided with instructors that model interactions with others and build
Related District Staff Developmer	relationships based on respect.  t Goal: Teachers will have skills enhanced to model positive
-	Interactions in communication among staff and with others.
Content Area: Science	
Mathematics	
Reading	
Art/Music	Attelling
Language Arts Health/Physica	<del>-</del>
	nical Education
Social Studies	
World Languag	e
off Develonment Goals Des	gns, Strategies and Findings
Staff Development Goal:	Teachers will have skills enhanced to model positive interactions in
•	communication among staff and with others.
Designs and Strategles:	Bi-Weekty
	Does not apply
	State assessment data
	District/School selected assessment data Classroom assessment data
	Student work
	Demonstration leaching
	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:	<ul> <li>Included teachers, principals, parents and administrators in</li> </ul>
	planning sustainable classroom focused activities that were not
	one-day or short-term workshops.
	<ul> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using</li> </ul>
	scientifically based research.
	<ul> <li>Increased teachers' and principals' knowledge and skills in</li> </ul>
	providing appropriate curriculum, instruction and assessment to
	help students meet and exceed state academic standards.
	<ul> <li>Provided for professional learning communities that focus on student achievement.</li> </ul>
	Included the use of data and assessments to inform classroom
	practice.
	<ul> <li>Provided technology training to improve teaching and learning.</li> </ul>
	Increased teachers' ability to effectively instruct all students including culturally diverse learners, learners with special peeds.
	including culturally diverse learners, learners with special needs, gifted and talented students, students with Limited English
	Proficiency and at-risk students.
	<ul> <li>Improved teachers' classroom-management skills.</li> </ul>
	<ul> <li>Helped all school personnel work effectively with students and their</li> </ul>
	parents.
	Evaluated designs and strategies for impact on teacher     effectiveness to inspect on dead and accordance on the comment and
	effectiveness to increase student academic achievement and

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

		ject Areas
Student Achieve	ment Goal:	Students will show improvement on all NWEA and MCA tests.
Related District 8	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 Educati Career & Technical Edu Social Studies World Language	
ol Staff Developme Staff Developme	<u> </u>	trategies and Findings  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.
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:	<ul> <li>Included teachers, principals, parents and administrators in planning sustainable classroom focused activities that were not one-day or short-term workshops.</li> <li>Increased teachers' knowledge of academic subjects and understanding of effective instructional strategies using scientifically based research.</li> <li>Increased teachers' and principals' knowledge and skills in providing appropriate curriculum, instruction and assessment to help students meet and exceed state academic standards.</li> <li>Provided for professional learning communities that focus on student achievement.</li> <li>Included the use of data and assessments to inform classroom practice.</li> </ul>
	<ul> <li>Frovided technology training to improve teaching and learning.</li> <li>Increased teachers' ability to effectively instruct all students including culturally diverse teamers, tearners with special needs, gifted and talented students, students with Limited English Proficiency and at-risk students.</li> <li>Improved teachers' classroom-management skills.</li> <li>Helped all school personnel work effectively with students and their parents.</li> <li>Evaluated designs and strategies for impact on teacher effectiveness to increase student academic achievement and</li> </ul>
Findings:	improve the quality of future professional development.  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?	· .

## 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

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?

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### **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:** 

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

- 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 fearners, 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.

Print Date: 1/20/2015 2:58:25PM Page 2 of 22 SD\_R9\_SchoolSummary

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 vi

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?

#### **Designs and Strategies Used to Implement Goals**

## **Designs and Strategies:**

- Bi-Weekly
- · Instructional strategies

Υ

- 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:** 

Distri-et: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

Schozol: 0881-01-010 MAPLE LAKE ELEMENTARY

- 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.
- 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 teamers, 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 technology training to improve teaching and learning.

Print Date: 1/20/2015 2:58:25PM Page 4 of 22 SD R9 SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

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

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 tearning 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?

**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:** 

Print Date: 1/20/2015 2:58:25PM Page 5 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

- 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.
- 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.

Print Date: 1/20/2015 2:58:25PM Page 6 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

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 slaff members created an environment of team building,

problem solving, and support between staff members.

Continue next year?

### Designs and Strategies Used to Implement Goals

#### **Designs and Strategles:**

- 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:** 

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

- 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.

Print Date: 1/20/2015 2:58:25PM Page 8 of 22 SD\_R9\_SchoolSummery

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

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?

#### Designs and Strategies Used to Implement Goals

#### Designs and Strategies:

- Bi-Weekly
- Assessment (formative and/or summative)
- · State assessment data

Y

- · 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:** 

Print Date: 1/20/2015 2:58:25PM Page 9 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

- 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,
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- 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.

Print Date: 1/20/2015 2:58:25PM Page 10 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-010 MAPLE LAKE ELEMENTARY

#### 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

Print Date: 1/20/2015 2:58:25PM Page 11 of 22 SD\_R9\_SchoolSummary

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 laught, 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?

#### 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:** 

Print Date: 1/20/2015 2:58:25PM Page 12 of 22 SD R9 SchoolSummery

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.
- 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;

Print Date: 1/20/2015 2:58:25PM Page 13 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

Student Achievement Goal:

Students will be provided with diverse instruction and delivery styles by highly qualified teachers who are t

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:

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?

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#### 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:** 

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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Print Date: 1/20/2015 2:58:25PM Page 15 of 22 SD R9 SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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

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. 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?

### 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:** 

Print Date: 1/20/2015 2:58:25PM Page 16 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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Print Date: 1/20/2015 2:58:25PM

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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?

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## Designs and Strategies Used to Implement Goals

### **Designs and Strategles:**

- · 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
- · Observation by peer observers
- · Assessment Development
- · Curriculum alignment/mapping
- Curriculum development
- Differentiated instruction
- Technology in the classroom

**High Quality Components:** 

Print Date: 1/20/2015 2:58:25PM

Page 18 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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Print Date: 1/20/2015 2:58:25PM

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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 lowards 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?

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#### 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
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- Curriculum alignment/mapping
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**High Quality Components:** 

Print Date: 1/20/2015 2:58:25PM Page 20 of 22 SD\_R9\_SchoolSummary

District: 0881-01 MAPLE LAKE PUBLIC SCHOOL DISTRICT

School: 0881-01-020 MAPLE LAKE SECONDARY

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Print Date: 1/20/2015 2:58:25PM

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:

- /
- 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

Print Date: 1/20/2015 2:58:25PM