



Comprehensive Professional Development to Increase Student Achievement

Jefferson Elementary Farmington, Mo

Mitzi Webster - PD Building Chair, 1st grade

Joan Voelker - 4th grade

School Facts

- School Type - Elementary 1-4
- Size - 340 students (51% F/R -176 student population) (22% IEP - 76 student population)
- Geographic Location - Small city in a rural area
- Staff Characteristics:
 - Principal 4 years
 - 15 Classroom teachers
 - 7 Resource specialists
 - 4 Paraprofessionals
 - 10 Support Staff
- Assessments:
 - Terra Nova (CTBS) 1st and 2nd
 - MAP 3rd/4th
 - Benchmarks
 - Formative/Summative Curriculum Aligned Assessments
 - Rigby/SRI
- Mission of Jefferson Elementary School:
 - Every administrator, classroom teacher, and specialist will assume responsibility for the literacy achievement of every student in the building. Each staff member is dedicated to this goal.

Then and Now

School before the Change

- Shared vision not present
- Teacher isolation
- Teacher centered

School after the Change

- Clear vision
- Collaboration
- Inquiring based/student centered

(Continued)

School before the Change

- Traditional instruction/ teacher centered
- End of unit testing
- Select teachers to conferences, lectures and new programs

School after the Change

- Inquiry based student centered
- Assessments on-going
- Professional development designed by local teachers based on identified needs

(Continued)

School before the Change

- Passive parent support
- Textbook driven and/or favorite curriculum
- Communication with stakeholders unclear

School after the Change

- Active parent support
- All curriculum aligned with Missouri GLE's & MAP
- Communication became #1 priority for all

The Role of Trust in Schools

- Trustworthiness-
 - Benevolence
 - Openness
 - Honesty
 - Reliability
 - Competence

- Collaboration
 - Common Planning Time
 - Weekly Grade Level Meetings
- Results
 - Flexible Groups
 - Class Within a Class
 - Differentiated Instruction
 - Student Achievement Monitored

INTERVENTION PYRAMID

Jefferson Elementary School
First through Fourth Grade
Updated 10/03/07

IEP
AIP
504

RETENTION

LEVEL 5

Special Education Referral
Mandatory Tutoring
Mandatory Summer School

LEVEL 4

AT-RISK TEAM- Team Action Plan (may include but not limited to)

Teacher	Administrator	Counselor	Mentor
Director of At Risk Programs		Process Coordinator	
Special Education Teacher		Title I Teacher	
Social Worker		Paraprofessional	

LEVEL 3

Title (RR, EL & IND)	Bi-Weekly Progress Reports	Tutoring
Parent Conferences	A+ Tutors	Mentor
School Based Social Worker	Jumpstart (2-4)	Counselors
Behavior Modifications	Learning Style Profile	

LEVEL 2

Differentiated Instruction	Attendance Checks	Awards	Parent Activities
Library Skills	Instruction Differentiation	Reading Counts	Study Skills
Peer Mediation	Summer School	Character Education	Parent Communication
Parent Volunteers	Jumpstart (1st only)	Flexible Grouping	Organization Skills
Teacher Collaboration	Guidance Lessons	SRI	Assessments

LEVEL 1

Book Study Domino Effect

- Stronger Relationships
- Mutual Respect
- Trust
- Risk-Taking
- 'Best Practices'
- Higher Standards

Benchmark and State MAP Scoring

- Scoring of Benchmark Tests
- In-State Scoring of State-Level Tests

Resources

- Surveys
- Partnership with Southeast Missouri State University
- Instructional Curriculum Coordinators

What Changed:

- Attitudes and beliefs
- Classroom instruction

Why?

- “Owned” by teachers
- Widespread
- Rigor

- Summary Points
 - Visionary Leadership
 - Relationships
 - Professional Development by the professionals
- Challenges
 - Keeping staff morale positive
 - Keeping staff learning, growing and setting goals