

# Professional Learning Plan

*Liberty High School  
Professional Learning Team  
2015-2016*

## Vision Statement

Promote student growth by providing staff with opportunities to grow professionally, collaborate globally, and be owners of their professional learning.

## Foundational Principles

The Liberty High School Professional Learning Model is based on three core principles:

1. Autonomy
2. Collaboration
3. Trust

## Core Beliefs

Professional learning should be...

- Job-embedded
- Personalized
- Autonomous
- Diverse
- Collaborative
- Technology-Supported
- Learning-Centered
- Student-Result Focused

## Process Wheel



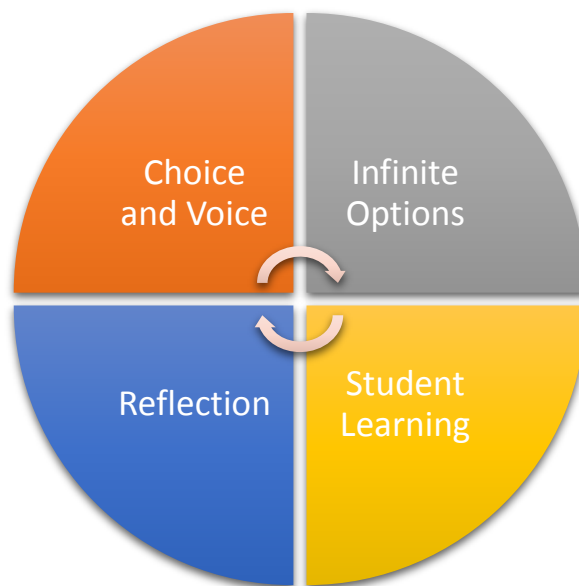
## Needs Assessment

The following table reflects the current needs assessment from the 2014-2015 school year. Needs were determined by staff survey data (December 2014) and Professional Learning Team discussions (April 2015).

Strengths	Needs
<ul style="list-style-type: none"><li>• Staff autonomy</li><li>• Staff choice</li><li>• Tech/Ten-Minute Tuesdays</li><li>• Variety of professional learning opportunities</li><li>• Culture of trust</li><li>• Support for personalized learning</li><li>• Reciprocity to the classroom</li><li>• Unique professional learning events (i.e. FedEx Day; EdCamp)</li><li>• Outside experts</li><li>• Use of technology for support</li></ul>	<ul style="list-style-type: none"><li>• Improved means of tracking progress</li><li>• Increased accountability from Administration</li><li>• Strengthen professional learning communities</li><li>• Electronic calendar for communicating/posting opportunities</li><li>• Increase staff involvement</li><li>• Ten-Minute/Tech Tuesday planning and communication</li><li>• Ensure “social time”</li></ul>

## Professional Learning Culture Building Blocks

The Liberty High School Professional Learning Model was designed over a three year process and established four building blocks for promulgating a personalized professional learning culture.



## Professional Learning Action Plan

Goal	Action Step	Start Date	Person Responsible
Strengthen professional learning communities	Identify and communicate PLCs for the school year	August 2015	Admin
	Create a PLC calendar for the school year	August 2015	Admin
	Store PLC meeting minutes on OneDrive	August 2015	Admin
	Share PLC minutes using OneNote (PL Notebook)	October 2015	Media Specialist
Improve communication of professional learning opportunities	Redesign PL website to have an interactive menu of professional learning options	September 2015	Website Admin
	Create and share semester calendar for professional learning opportunities	August 2015 January 2016	Admin
	Develop means for staff to submit professional learning opportunities for inclusion in the monthly blog/newsletter	September 2015	Admin ILT
Increase staff involvement in professional learning activities	Identify and communicate opportunities for staff leadership of professional learning opportunities/programs	December 2015 (Assessment)	ILT
	Distribute partial leadership of the professional learning program to the Instructional Leadership Team	August 2015	Admin
Increase staff accountability within the professional learning model	Create individual reflection documents for staff members in OneDrive	September 2015	Staff
	Perform monthly checks on completed reflections	October 2015	Admin
	Meet with staff members who do not complete reflections in a timely manner	October 2015	Admin

Increase use of student achievement data to support professional learning	Identify sources of student achievement data to be utilized (SLO process)	September 2015	Staff Admin
	Focus SLO conversations on professional learning as a means to improvement	April 2016	Admin
Offer a variety of professional learning opportunities for staff	Develop an afterschool learning program centered on the five technology behaviors	September 2015 February 2016	Media Spec.
	Offer EdCamp Liberty to LHS staff and feeder schools	September 15, 2015	EdCamp Team
	Create and facilitate a yearlong collaborative professional learning series featuring national thought leaders	September 2015	ILT Admin
	Allocate resources for staff to attend professional learning events	October 2015	Admin
	Strengthen the afterschool program for sharing best practices (10 Minute Tuesdays)	September 2015	Admin ILT
	Review professional learning offerings monthly	September 2015	ILT
	Promote peer coaching and reflection	Develop an instructional coaching program	October 2015
Provide training for instructional coaches		October 2015 (Semester 1)	Admin ILT
Facilitate time for instructional coaches to visit classrooms and practice skills		January 2015 (Semester 2)	Admin
Facilitate monthly meetings for instructional coaches		September 2015	Admin
Increase opportunities for staff collaboration outside of professional learning activities	Offer monthly “Morning Meetups”	September 2015	Admin

## Professional Development Calendar (2015-2016)\*

<b>August</b>	
14 - 21	New Teacher Pre-Service Days
24 - 28	Teacher Pre-Service Days (2 @ School Level) <ul style="list-style-type: none"> <li>• 24<sup>th</sup> - Teacher Welcome/Round Robin</li> <li>• 25<sup>th</sup> - Supervisor Day</li> <li>• 27<sup>th</sup> - Voluntary Sessions</li> </ul>
<b>September</b>	
15	EdCamp Liberty <i>All IAs at Manchester Valley for In-Service</i>
22	Powered Up Learning: Connect
29	Ten-Minute Tuesday
<b>October</b>	
5	(Early Dismissal)
14	Powered Up Learning: Collaborate
26	Ten-Minute Tuesday
<b>November</b>	
10	Powered Up Learning: Create
17	Ten-Minute Tuesday
<b>December</b>	
7	Powered Up Learning: Digital Citizenship
15	Ten-Minute Tuesday
<b>January</b>	
14	Powered Up Learning: Professional Learning Networks
<b>February</b>	
9	Powered Up Learning
23	Ten-Minute Tuesday
<b>March</b>	
8	(Early Dismissal) FedEx Day
10	Powered Up Learning
22	Ten-Minute Tuesday
<b>April</b>	
5	Powered Up Learning
19	Ten-Minute Tuesday
<b>May</b>	
12	Powered Up Learning

\*PLC schedules will be determined in August 2015 for September - May

\*\* Professional Development Room will be established in 419