

Staff Development Report 2015-2016

STAFF DEVELOPMENT Committee

The purpose of this committee is to plan staff development.

Principal	John Strom
Special Education:	Julie Nelson
Early Childhood:	Abby Henry
Elementary Teacher:	Tammy Ott
High School Teacher:	Leslie Sagen
Classified:	Marlene Lucas
Media Center:	Sharon Gunkel
Parent:	Jill Thompson
Parent:	Jen McNamee

Staff Development Plan 2015-2016

August 3-6 and 17-19 (7 days) optional

- Park Rapids Technology Camp

August 26 (1/2 day) all staff optional

- CPI refresher training

August 26 (1/2 day) new staff

- Afternoon training inservice for new staff

August 27 (1 day) all staff optional

- CPI initial training 1

September 1 (all staff) all staff

- Elementary Responsive Classroom 7
- Class Curriculum Work 7.25

September 2 (all staff) all staff

- Emergency Procedures: Blood borne pathogens/AED/Right to Known – .5
- Class Curriculum Work 4.75
- Open House

September 3 (1 day)

- Class Curriculum Work 5.25
- Synergy 1
- PLCs 1

November 10 (1/2 day)

- Parent-Teacher Conferences

November 12 (1/2 day)

- Parent-Teacher Conferences

January 25 (1 day)

- MCA training 1 hour
- ELL with Marie 1 hour
- Google Introduction 30 minutes with Tammy Ott
- PLCs 1 hour

February 15 (1 day)

- Poetry with LouAnn Muhm 2 hours (reading requirement)
- Google Drive 45 min with Tammy Ott
- PLC 1 hour

February 23 (1/2 day)

- Parent-Teacher Conferences

February 25 (1/2 day)

- Parent-Teacher Conferences

April 25 (1 day)

- Benefits of Google – Laurie Conzemius 1 hour
- Reading Strategies – HS – Melinda Crimmins 1 hour
- Reading and Poverty – HS – LouAnn Muhm 1 hour
- Reading – Elementary – Jake Seuntjens 2 hours
- Google Classroom and iPad – Calvin Gunn 1 hour
- Quizzes/Assignments/Forms/Flubaroo – Amy Schroeder 1 hour
- Google Email/Google Drive – Laurie Conzemius 1 hour
- Advanced Smartboard – Amy Klimek 1 hour
- Google Drive – Tammy Ott 1 hour
- Google Calendar Laurie Conzemius 1 hour

May 31 (1 day)

- Staff Check-out and Clean-up

Goal #1: 2015-2016 All School**Student Achievement Goal:**

Improve student **reading** scores on the Minnesota Comprehensive Assessments to surpass the state average score at all levels.

Staff Development Goal:

Improve reading and writing strategies for all teachers that can be implemented in all parts of the curriculum for all students. Elementary teachers will have monthly meetings to discuss reading and all teachers will participate in reading inservice days.

Reasons for this Goal:

In the past years of the test, the 7th grade students achieved state average for the first time in 2007-2008 and has achieved state average or above only two other years in the ten years the test has been given. The 8th grade students have achieved state average twice out of the past eight years.

3 rd Reading	Nevis	State
2003	77	76.3
2004	64.3	73.2
2005	62	78
2006	72.4	81.5
2007	67.5	79.6
2008	91.9	78.9
2009	73.2	82.1

2010	77.77	76.27
2011	94.7	78.5
2012	77.4	80.4
2013	50	57.2
2014	59	58.1
2015	41.9	58.7
2016	56.4	57.3
4 th Reading	Nevis	State

2006	66.6	76.7
2007	71.9	71.4
2008	78.6	72.2
2009	82.5	74.5
2010	81.08	72.51
2011	76.5	75.2
2012	79.5	75.3
2013	42.4	54
2014	53.5	55
2015	65.1	57.9
2016	54.8	58.3

5 th Reading	Nevis	State
2003	79	80.6
2004	73.8	75.5
2005	77	81
2006	67.4	76.9
2007	72.1	73.2
2008	76.5	73.4
2009	77.8	72.2
2010	83.78	76.38
2011	88.9	80.3
2012	88.6	79.4
2013	72.5	63.8
2014	50	67.6
2015	64.4	66.7
2016	73.2	67.7
6 th Reading	Nevis	State
2006	55	71.6
2007	56.3	66.6
2008	68	69.6
2009	75	72.6
2010	78.04	71.61
2011	81.6	75.1
2012	87.5	76.3
2013	61.1	59.3
2014	70	61
2015	68.6	63.9
2016	65.3	62.3

7 th Reading	Nevis	State
2004	68.2	69.8
2005	76	77
2006	74.4	66.6
2007	56.4	63.2
2008	67.3	64.7
2009	57.4	64.8
2010	82.92	66.07
2011	66.7	69.6
2012	65	71.4
2013	54	52.4
2014	56.4	56
2015	57.1	55.6
2016	57.5	56.6

8 th Reading	Nevis	State
2006	54.3	64.6
2007	51.1	63.3
2008	53.5	65.7
2009	68.9	66.8
2010	61.22	68.09
2011	72.1	68.1
2012	81.4	72.4
2013	52.2	54.1
2014	57.8	55.8
2015	58.1	56
2016	65.3	57

10 th Reading	Nevis	State
2002	90.3	78
2003	90.2	80.7
2004	76.9	77.9
2005	83	81
2006	68.2	65.2
2007	65.8	61.9
2008	65	70.7
2009	79	74.2
2010	88.88	75.34
2011	76.6	75.3
2012	78.6	76.8
2013	56.1	62.3
2014	71.7	60.1
2015	59.5	57
2016	68.1	58.9

Multiple Year Goal: 5th year of 5 years (first year was 2011-2012)

Data Analyzed for Goal:

Scores on the Minnesota Comprehensive Tests will be used to determine if the goal was met.

Evaluation Plan:

Teachers will use classroom assessments to watch progress. The elementary students will also use the STAR reader test at least two times per year (fall and spring), NWEA tests for students in grades K-3, and Study Island computer program for students in grades 3-6 to provide additional assessment information for the teachers and students.

Elementary teachers will be meeting at least one time per month to discuss various reading and writing strategies. Administration and peer teachers will observe teachers in their reading curriculum to make suggestions for improvement.

Legislative Goals: 1, 2, 3, 4, 5, 6

Goal #2: 2015-2016 All School

Student Achievement Goal:

Improve student learning through staff and student use of technology available in the school district.

Staff Development Goal:

Staff will learn to use the various technologies available in the school district, along with the programs and accessories.

Reasons for this Goal:

Technology is becoming a bigger part of every student's life. Through technology, many students are more engaged in learning as they become more active participants in the process.

Multiple Year Goal: 2nd year of 3 year goal (first year was 2014-2015)

Data Analyzed for Goal:

Through staff surveys, it was determined that staff were not effectively using the technologies available to them as lack of training and time available to learn were cited as barriers to more integration.

Evaluation Plan:

Staff will be surveyed at the end of each year to determine the programs and technologies they are using and also the amount of time they are using them. Also, the amount of time the computer labs and laptop carts are used by staff members will be documented and recorded to determine if their usage has increased.

Legislative Goals: 1, 2, 3, 4, 5, 6

Goal #3: 2015-2016 All School

Student Achievement Goal:

Improve student **mathematics** scores on the Minnesota Comprehensive Assessments to surpass the state average score at all levels.

Staff Development Goal:

Improve math strategies for all teachers that can be implemented in all parts of the curriculum for all students.

Reasons for this Goal:

Nevis Elementary School has been at or above state average in mathematics on 30 of the last 38 tests given. However, the one grade that is of concern in the elementary is 3rd grade as they have not achieved state average for five of the past seven years.

In Nevis High School, the students have achieved state average on only 9 of 29 tests. In the spring of 2012, all students were required to pass the 11th grade mathematics test to graduate from high school or take a remediation test and take it three times. This is a concern as Nevis School has been below state average the last seven of the nine years on the 11th grade mathematics test. The goal is for all students to pass the test and be able to graduate from high school.

3rd Math	Nevis	State
2003	83	74.6
2004	83.7	71.5
2005	89	77
2006	90	78.8
2007	75	76.4
2008	91.8	81.4
2009	73.2	82.1
2010	80.55	82.84
2011	57.9	70.1
2012	73.3	75.6
2013	81.6	71.5
2014	80	71.8
2015	51.2	70.9
2016	67.3	69.4
4th Math	Nevis	State
2006	81.5	69
2007	87.6	68.2
2008	81	71.6
2009	80	74.8
2010	81.08	76.99
2011	70.5	67.2
2012	80.5	73.3
2013	60.6	71.2
2014	73.4	70.2
2015	74.4	70
2016	65.1	68.7

5th Math	Nevis	State
2003	93	76.8
2004	86.9	74.3
2005	89	80
2006	60.8	58.8
2007	65.1	60.9
2008	85.3	66
2009	80	65.5
2010	72.97	68.64
2011	69.5	53.6
2012	81.8	62.3
2013	63.2	60
2014	36.4	61.8
2015	64.4	59.7
2016	65.9	58.8
6th Math	Nevis	State
2006	53.8	59.2
2007	72.9	60.8
2008	64	64.6
2009	83.3	63.7
2010	73.17	68.96
2011	62.1	50.3
2012	74.4	59.9
2013	58.8	57
2014	65.9	57.1
2015	50	57.6
2016	52	55.9

7th Math	Nevis	State
2004	56.8	66.7
2005	64	74
2006	59	57.5
2007	41	59.4
2008	57.2	61.4
2009	41.9	62.6
2010	65.85	64.36
2011	52.6	51.7
2012	50	58.6
2013	45.2	56
2014	59	57.1
2015	59.2	55.1
2016	35	56.2
8th Math	Nevis	State
2006	30.4	56.7
2007	43.5	56.9
2008	36.3	58.2
2009	62.2	59.6
2010	46.93	58.55
2011	51.1	53.2
2012	64.3	62
2013	53.5	58.9
2014	51.1	59.7
2015	60.5	57.8
2016	40.8	58

11th Math	Nevis	State
2003	87.1	78.5
2004	72.1	70.2
2005	64	72
2006	9.5	29.8
2007	16.7	31.3
2008	22.5	34.3
2009	31.7	41.6
2010	44.44	43.27
2011	48.4	48.6
2012	52.5	42.5
2013	44.2	52.4
2014	48.8	50.5
2015	71.4	48.7
2016	41	47.1

Multiple Year Goal: 5th year of 5 year goal (first year was 2011-2012)

Data Analyzed for Goal:

Scores on the Minnesota Comprehensive Tests will be used to determine if the goal was met.

Evaluation Plan:

Teachers will use classroom assessments to watch progress.

Administration and peer teachers will observe teachers in their mathematics curriculum to make suggestions for improvement.

Legislative Goals: 1, 2, 3, 4, 5, 6