



Purpose and Work Streams 2016-17

Professional Learning & Leadership Development

Purpose	
Purpose	Department Manager
<p>The purpose of the Professional Learning and Leadership Development Department is to provide high quality professional learning to instructional leaders, promoting great professional learning for a thriving workforce and continuous improvement across MMSD.</p>	Marggie Banker

Major Work Streams		
Title	Description	Lead
Common Learning Agenda	Provide ongoing leadership professional development for principals, assistant principals, SBLTs, instructional coaches	Marggie Banker
Educator Effectiveness	Implement year three of evaluation system that includes systematized professional development, communication plan, and site-based school support.	Sue Gorud
New Employee Induction	Provide ongoing professional learning for new educators, new instructional coaches & new principals to MMSD through a comprehensive MMSD induction system.	Marggie Banker



Professional Learning & Leadership Development

Priority Projects 2016-17

COMP Priority Project	Strategic Framework Priority Area	Strategic Framework Priority Area Next Step	Project Lead	Q1 Key Implementation Steps	Q2 Key Implementation Steps	Q3 Key Implementation Steps	Q4 Key Implementation Steps	Metrics for Monitoring Completion and Success
	I: Coherent Instruction	Increase access to fine arts and world language programs at all grade levels.						
Implement year 3 induction system for new educators through the forged partnership with Forward Madison.	IV: Thriving Workforce	Refine the recruitment, hiring, induction and engagement processes for all roles at all levels of the system to ensure maximum retention of all employees.	Sue Gorud					Exit surveys & Forward Madison Survey
Implement year 3 induction systems for instructional coaches through the forged partnership with Forward Madison.	IV: Thriving Workforce	Refine the recruitment, hiring, induction and engagement processes for all roles at all levels of the system to ensure maximum retention of all employees.	Marggie Banker					Exit surveys & Forward Madison Survey
Implement year 3 induction systems for new principals through the forged partnership with Forward Madison.	IV: Thriving Workforce	Refine the recruitment, hiring, induction and engagement processes for all roles at all levels of the system to ensure maximum retention of all employees.	Sue Gorud					Exit surveys & Forward Madison Survey
Implement year 3 of the Educator Effectiveness System.	IV: Thriving Workforce	Continue implementation of new evaluation systems for teachers, principals and central office staff anchored in a common understanding of high-quality, standards-based instruction. Successful implementation will include a coherent, fair, reliable and valid evaluation process that leads to continuous improvement.	Sue Gorud					Year end survey & Forward Madison Evaluation
Develop sustainability & evaluation plan for Forward Madison	IV: Thriving Workforce	Refine the recruitment, hiring, induction and engagement processes for all roles at all levels of the system to ensure maximum retention of all employees.	Marggie Banker					Forward Madison Evaluation
Collaborate with National Equity Project to build the knowledge and skills to lead for Excellence with Equity through district led professional learning.	IV: Thriving Workforce	Implement an approach that ensures the consistent design and delivery of high quality professional development aligned to our vision of great teaching and our values of excellence with equity.	Marggie Banker					
Pilot hybrid educator effectiveness plan and WI DPI PDP plan for licensure	IV: Thriving Workforce	Continue implementation of new evaluation systems for teachers, principals and central office staff anchored in a common understanding of high-quality, standards-based instruction. Successful implementation will include a coherent, fair, reliable and valid evaluation process that leads to continuous improvement.	Sue Gorud					
AVID Professional Learning	IV: Thriving Workforce	Implement an approach that ensures the consistent design and delivery of high quality professional development aligned to our vision of great teaching and our values of excellence with equity.	Jaren Bailey-Washington & Langston Evans					