



LINCOLN PUBLIC SCHOOLS DISTRICT GOALS – 2009 - 2010

Teacher Excellence and Professional Development – Key Components

School Year	Personnel Management	Supervision and Evaluation	Professional Development
2007-2008	<p>Develop and implement Personnel Manual</p> <p>Develop staffing projections and succession plan</p> <p>Evaluate the effectiveness of efforts to recruit and retain a more diverse faculty and staff and develop and implement recommendations for improvement</p>	<p>Report on effectiveness of teacher and paraprofessional supervision and evaluation programs</p> <p>Report on processes to evaluate administrators</p> <p>Continue administrator training for teacher supervision and evaluation to ensure consistently high teacher performance</p>	<p>Assess effectiveness of professional development program for paraprofessionals and adjust accordingly</p> <p>Increase faculty participation in professional development planning and strengthen the vitality of the professional learning community</p> <p>Provide opportunities for teachers to develop skills needed to teach social competence</p>
2008-2009	<p>Sustain efforts to recruit and sustain a more diverse faculty and staff</p>	<p>Continue administrator's professional development on supervision and evaluation with a focus on differentiated instruction and high standards</p> <p>Implement refined evaluation structure</p> <p>Implement supervision and evaluation program for instructional assistants and tutors</p>	<p>Provide opportunities for teachers to develop skills to differentiate instruction</p> <p>Conduct professional development in K-5 mathematics for faculty</p> <p>Provide science coaching for selected K-5 science units</p> <p>Develop and implement professional development plan for paraprofessionals</p> <p>Sustain professional development program in:</p> <ul style="list-style-type: none"> • Induction and Mentoring • Consultation for Mental Health Team • Culturally Responsive Teaching (EMI) • Responsive Classroom <p>Develop additional professional development opportunities to meet the needs of the faculty</p>

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<p>2009-2010</p>	<p>Reexamine hiring practices including recruitment, interviewing, and reference-checking in order to attract highly qualified and diverse faculty members</p>	<p>Monitor and refine the implementation of the supervision and evaluation program for teachers, instructional assistants and tutors</p>	<p>Involve teams of teachers and administrators in action research projects to identify strategies to narrow achievement gaps</p> <p>Continue to provide professional development to teachers to support the integration of technology in their instruction</p> <p>Expand opportunities for teachers to develop expertise in differentiating instruction, PreK-8</p> <p>Implement comprehensive professional development for middle school teachers responsible for teaching mathematics</p> <p>Sustain professional learning for elementary teachers responsible for teaching mathematics</p> <p>Continue to implement professional development program for paraprofessionals with a focus on literacy, mathematics and specialized topics</p> <p>Sustain induction and mentoring program for new teachers and administrators</p> <p>Sustain efforts to develop special education teachers' expertise in administering and analyzing data from specialized educational assessments</p> <p>Continue to offer specialized professional development to identified special education teachers in order to increase the district's capacity to meet the needs of a range of students with disabilities</p> <p>Expand and refine understanding and application of special education regulations</p>