



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2009-2010
WORK PLAN

Goal Category	Teacher Excellence and Professional Development		
Aspirational Goal	The district strives to ensure that student learning is supported by faculty members who have a strong grasp of their content, are dedicated to their own learning and continuous improvement of instruction, and are highly focused on energizing and engaging students' passion for learning.		
Operational Goal	The district will support, plan and coordinate a dynamic program for professional development and sustain conditions for effective collaboration and ongoing learning of faculty and staff in order to recruit, develop and retain a diverse and excellent faculty.		
Personnel Management			
Goals	Benchmark Events	Timeline	Resources and Key Personnel
Develop zero base personnel projections based on desired program and projected enrollment for FY2011 Budget	• Map current staffing against student enrollment	September, 2009	Administrative Council
	• Project staffing needs for FY2011 based on program and projected enrollment	October, 2009	Administrative Council
Supervision and Evaluation			
Goals	Benchmark Events	Timeline	Resources and Key Personnel
The district will sustain the use of the supervision and evaluation programs for faculty and paraprofessionals through continued examination and refinement of practice	• Review results of teacher evaluations from 2008-09 in terms of new performance rating system	August, 2009	Administrative Council
	• Periodically review process, procedures and expectations to ensure consistency and inter-rater reliability among administrators.	October – May, 2010	Administrative Council
	• Refine expectations for performance of paraprofessionals, analyze staffing patterns and professional development needs in light of NCLB and NAEYC regulations	October – May 2010	S. Powers, R. Davis, S. McKenna, S. Hobbs, E. Ledebuhr
Professional Development			
Goals	Benchmark Events	Timeline	Resources and Key Personnel

The district's paraprofessionals will expand their knowledge and skills in providing instruction in the areas of mathematics, literacy and specialized topics such as early childhood education, child development theory, and Responsive Classroom techniques	• Two training sessions on mathematics and two training sessions on literacy will occur	October, 2009	S. Powers, M. Sterling, E. Metzger, J. Merra
	• Two training sessions related to specialized topics will take place with presentation by outside consultants	May, 2010	S. Powers, S. McKenna, R. Davis
The district's special education teachers will expand their expertise in administering and analyzing data from specialized assessments	• Plans for each special education teacher to expand his/her repertoire of assessment skills will be established	September, 2009	S. Powers, G. Flaherty, K. Kanter, L. Fagan
	• Special education teachers will administer an assessment tool that expands their current knowledge and skills	April, 2010	S. Powers, G. Flaherty, K. Kanter, L. Fagan
The district's special education teachers will expand their knowledge and expertise in providing specially designed instruction	• Special education teachers will provide information to update the district's student services asset map	October, 2009	S. Powers, G. Flaherty, K. Kanter, L. Fagan
	• Special education teachers will attend workshops in accordance with individual plans developed with the Coordinators of Student Services	June, 2010	S. Powers, G. Flaherty, K. Kanter, L. Fagan
The district will establish teams of teachers and administrators in action research projects to identify strategies to narrow achievement gaps	• First cohort of Action Research Teams meets for professional development on action research and achievement gaps	August, 2009	A. Alson (Consultant), Teacher Teams
	• Teacher Teams design and conduct action research projects	September – January; January – June, 2010	A. Alson (Consultant), Teacher Teams
	• Action Research Teams report to Faculty	January 2010, June 2010	A. Alson (Consultant), Teacher Teams
The district will provide professional development for the implementation of the new middle school math program	• Introduction and professional development for middle school classroom and special education teachers and math specialists	August, 2009	M. Sterling, E. Metzger
	• Ongoing professional development for middle school math teachers	September – June, 2009	M. Sterling, F. Ruopp (Consultant)
Mid-year Status			

Report	
End of year Status Report	