The CO-MTSS Personnel Development Plan is the result of collaboration among teachers, administrators, and the MTSS Leadership Team (MLT) to p

Personnel D					
A. Personnel Development Topic:	**B. Long Term Desired Outcome**	**C. Lead Contact or Organizer**	**D. Funding Source (CEPD #2)**	**E. Recipient, Customers, or Audience (CEPD #3)**	**F. Timing (when each cohort will receive PD)**
K-12 Math Curriculum Articulation	Increase staff proficiency in math instruction leading to improved student math performance	Dirk Oden curriculum coordinator	District General Funds	All elementary lassroom teachers	Fall 2018
				6-12 Math teachers	Fall 2018
				Cohort 3:	
				Cohort 4:	
Bully Prevention Education Program	Increase positive school climate and community connections that are sustainable past BPEG grant cycle.	Devon Davey	BPEG Grant and district funds	Counselors, Devon, Veronica	September 2019 BPEG Kickoff
				Secondary team	September 2019 PBIS/Expect Respect, BPEG Kickoff
				Elementary Team	November 2019 Advanced Tier I/Second Step
				Cohort 4:	

Science Curriculum Articulation	Increase staff proficiency in science instruction leading to improved student science performance	Dirk Oden, curriculum coordinator	District General Funds	All elementary classroom teachers	Spring 2019 - Overview, Formal training Fall 2019
				6-12 Science teachers	Spring 2019 - Overview, Formal training Fall 2019
				Cohort 3:	
				Cohort 4:	
English Language Arts Curriculum Articulation	Increase staff proficiency in ELA instruction leading to improved student ELA performance	Dirk Oden, curriculum coordinator	District General Funds	All elementary classroom teachers	Fall 2020
				6-12 ELA teachers	Fall 2020
				Cohort 3:	
				Cohort 4:	
Art of Coaching Training	Increase capacity of master teachers by designing job-embedded coaching to improve the quality of instruction	Art of Coaching, Bright Mornings - administration/instructional coaches	MTSS funds, Teacher Retention Grant	Administrators, Instructional coaches	September 2019
				Master teachers	Spring 2020
				Cohort 3:	
				Cohort 4:	

CO-MTSS Personnel Development Plan

plan evidence-based personnel Development that will result in the highest likelihood of implementation. High Quality personnel development is r
needs of all students. This tool was designed to support the selecetion, creation, and modification of adult learning activities matched

Development Infrastructure					
G. Trainer (s) (CEPD #4)	**H. Training Schedule or Frequency**	**I. Coach(es) for Follow-up Support (CEPD #5)**	**J. Coaching Schedule or Frequency**	**K. Data System for Problem-Solving (CEPD #8)**	**L. Recognition Strategy (CEPD #9)**
Christy Treinen Rebekah Sparks Johnson	ongoing as needed	coaching structure and protocols in place	monthly in teams	student data review; adjustment of scope and sequence	Find out from staff what is a valued "recognition" for this
Consultant from Big Ideas	ongoing as needed	coaching structure and protocols in place	individual teachers as needed	student data review; adjustment of scope and sequence	Find out from staff what is a valued "recognition" for this
BPEG Grant	TBD	Devon, Veronica, Counselors (coaching PBIS series)	coaching PBIS series		Monthly shout-outs in MLT/BLT
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BPEG Grant	TBD	Devon, Veronica, Counselors (coaching PBIS series)	coaching PBIS series		Monthly shout-outs in MLT/BLT

Dirk Oden	ongoing as needed	Master teacher - Peer coaching	monthly as a committee	Student data review; adjustment of scope and sequence	Monthly shout-outs in MLT/BLT
Dirk Oden	ongoing as needed	Master teacher - Peer coaching	monthly as a committee	Student data review; adjustment of scope and sequence	Monthly shout-outs in MLT/BLT
TBD, Kellyn Ross	ongoing as needed	coaching structure in place	monthly in teams	student data review; adjustment of scope and sequence	
TBD, Kellyn Ross	ongoing as needed	coaching structure in place	monthly individually and/or building ELA team	student data review; adjustment of scope and sequence	
Bright Mornings, Art of Coaching	embedded, ongoing as needed	coaching structure in place	Monthly instructional team meetings	TBD	
Bright Mornings, Art of Coaching	embedded, ongoing as needed	coaching structure in place	indivually as needed	TBD	

necessary to ensure staff members are provided with the appropriate knowledge and skills to develop, implement, and sustain evidence-based st
d to need.

	Personnel Development Delivery				
M. Communication Strategy (CEPD #10)	**N. Evaluation of Adult Learning Principles (CEPD # 11)**	**O. Evaluation of Particpant Reaction (CEPD #12)**	**P. Evaluation of Participant Learning (CEPD #13)**	**Q. Evaluation of Organization Support (CEPD #14)**	**R. Evaluation of Participant Use of Knowledge (CEPD #15)**
Quarterly data meetings, classroom and schoolwide views	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process
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Monthly reports to ILT/MLT	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process	Develop an evaluation process for each systemic PD process
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rategies that meet the

S. Evaluation of Student Outcomes (CEPD #16)
Develop an evaluation process for each systemic PD process
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