

**Performance Goal 3: *By 2005-06, all students will be taught by highly qualified teachers.***

**Summary of Needs and Strengths for Professional Development**

Based on a needs assessment of teacher data for your school/district, include a narrative that describes areas of needed professional development and areas where adequate professional development opportunities exist.

**[Description of activities under Title II, Part A, Subpart 1, Grants to SSD]**

STRENGTHS	NEEDS
<ul style="list-style-type: none"> <li>Teachers will be provided significant time and opportunity – including 4 pupil-free days plus at least three hours each week – a total of almost 200 hours annually – for collaborative planning time and professional development to continuously improve their teaching practice including.</li> <li>A two-week, mandatory Summer Institute for all teachers prior to the start of each school year (three weeks prior to the start of the first year) to review the school's philosophy, goals, and teaching methodology; to discuss professional readings and research; to analyze and discuss instructional practices and student outcomes; to engage in collaborative planning for the year ahead; to train the teachers on how to use the student information system to analyze data and generate reports; and to train the teachers on how to make decision in the classrooms based on this data.</li> <li>Principal Observations performed weekly.</li> </ul>	<ul style="list-style-type: none"> <li>Our novice teachers need additional support in implementing successful reading and math intervention programs.</li> <li>Develop formal teacher leadership structure such as content and/or grade level chairs as the staff grows.</li> </ul>