

2011-2014 Three Year Plan – Strategy Action Plan



Strategy:	Meet with sponsoring education faculties to review teacher cohort outcomes with the objective of identifying (recommend) program improvements.
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Goal 4: Learning environments enable the acquisition of 21st Century learning competencies.

Outcome 3: Learning is generative, responsive, and multi-dimensional.

Performance Measures: Percentage of staff that believes professional learning has positively impacted their instructional effectiveness and student learning outcomes.

MRP	Pat Worthington, Nancy Adams
Resource Person(s)	Many Ferreirinha, Dr. John Burger, Dr. Heather Fansher

FIRST QUARTER

Sept. 1 – Nov. 15	Action Steps	Deliverables
	<ol style="list-style-type: none"> Engage in informal conversations with personnel from Education Faculties from Alberta universities to gather information regarding teacher cohort content and to share RVS' expectations regarding beginning teachers. Host a second meeting to begin developing a model identifying program outcomes/improvements. 	A first draft of a model identifying program outcomes/improvements
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken N/A		
Communication Tactics N/A		

SECOND QUARTER

Nov. 16 - Feb. 15	Action Steps	Deliverables
	<ol style="list-style-type: none"> Using the TQS framework, conduct interviews with RVS' Class of 2011 beginning teachers and their principals regarding their preparation for teaching and their beginning experiences Collaborate with Dr. Heather Fansher, facilitator of the beginning teacher Community of Practice to gather qualitative data and her insight on the project. 	Qualitative data collected from interviews of beginning teachers and their principals and from Dr.Fansher
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken		
<ul style="list-style-type: none"> Data collected from beginning teacher and their principal interviews and Dr. Fansher 		
Communication Tactics		
<ul style="list-style-type: none"> Send memo to beginning teachers and principals informing them of the project Meet with Dr. Fansher to collaborate on the plan 		

THIRD QUARTER

Feb. 16 – May 15	Action Steps	Deliverables
	<ol style="list-style-type: none"> 5. Conduct a content analysis of the evaluations of beginning teachers looking for a pattern in recommendations for improvement made by principals 6. Share this information with the Learning and Human Resources Departments to inform professional learning and hiring practices. 	<ol style="list-style-type: none"> 1. A summary of data analyzed
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken N/A		
Communication Tactics Share findings with members of the RVS Senior Executive and school administrators		

FOURTH QUARTER

May 16 – Aug. 30	Action Steps	Deliverables
	<ol style="list-style-type: none"> 7. Share data with CASS Zone 5 with the request the Zone champion action plan with Alberta faculties 8. Share data with personnel from Alberta faculties of education with the purpose of sharing the outcomes of the project and revising the draft model 9. Discuss moving forward in years two and three of the 3YP 10. Prepare for implementation of year two 	<ol style="list-style-type: none"> 1. Revised action plan 2. Implementation plan for year two
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken <ul style="list-style-type: none"> ▪ Compare expected outcomes with actual outcomes 		
Communication Tactics <ul style="list-style-type: none"> ▪ Report on the strategies implemented 		

BUDGET PROJECTION

Costs <ol style="list-style-type: none"> 1. Hosting costs 2. Mileage 3. Possible substitute teacher costs
