

Learning Improvement Plan

School: Kamsack Comprehensive Institute

Principal: Connie Rosowsky

Date: January 8, 2009

Goal	Objectives/Strategies	Responsibility	Timeline	Monitoring/Evaluation	Progress Report
<p>Goal: to increase trust among all staff members</p> <p>Performance Target: By January 2009, the KCI Staff will show an improvement in trust among staff members. This can be measured by scoring higher than <u>FTP 535.5</u> and <u>FTT 447.1</u> on the trust survey.</p>	<p>Warm Fuzzies – There will be a box held in the Staff Room for blank and completed Warm Fuzzies. There will also be a box at each Staff Meeting.</p>	<p>Julie Jeannine to take over</p>	<p>Continuous (monthly)</p>	<p>Cards will be handed out in staff mailboxes.</p>	<p>This strategy started in September and will continue until June. In November, we will start counting and documenting the number of <i>Warm Fuzzies</i> that go out each month.</p>
	<p>Monday Morning Memos – These weekly information emails are to communicate with all staff members with the week’s events.</p>	<p>Tracy</p>	<p>Continuous (weekly)</p>	<p>Emails will be sent out each Monday morning.</p>	<p>This strategy started the first week of September and will continue for the year.</p>
	<p>Walk throughs – non-routine walk about encouraging professional dialogue</p>	<p>Administration and Teachers</p>	<p>Done at random</p>	<p>This will be done by administration.</p>	<p>Administrative walk throughs began in August 2008. Teacher walk throughs will begin in November.</p>
	<p>Team Building – At the beginning of each staff meeting, there will be a team building game/activity such as a puzzle or new seating chart (game).</p>	<p>Wendy, Lee, Jenn S.</p>	<p>Each Staff Meeting (monthly)</p>	<p>An activity will be carried out at the start of each Staff Meeting.</p>	<p>This strategy will begin at October’s Staff Meeting (Oct. 9th) and continue for the remainder of the year. Oct. 9th Staff Meeting – seating plan was determined using a game. Nov. 13th Staff Meeting – ice breaker game played in PLC groups.</p>
	<p>PLC (Professional Learning Communities) – KCI will be dividing into 5 or 6 PLC Groups to work on, discuss, research, and support the group’s common interest (ie. Classroom Management, Bullying, First Nations Education, etc.).</p>	<p>Greg, Julie (Jenn L. to take over Julie)</p>	<p>Once every two months</p>	<p>Each PLC Group will fill out and hand in a Feedback sheet to Administration at the end of each PLC meeting.</p>	<p>A PLC Survey was handed out to teachers during the week of Sept. 15th. The deadline has been set for Sept. 22nd to fill out the survey with each teacher’s top three topics of interest. Five or six PLC Groups will be developed from there and will begin meeting in November. Groups are as follows: 1) Technology Incorporation, 2) Bullying, 3) Outdoor Education, 4) Classroom Management/Effective Classroom Practices, 5) Parent Involvement, and 6) Team Building Groups met at the November Staff Meeting and determined meeting dates and what will be discussed at the first meeting.</p>
	<p>Social Committee – The Social Committee is focused on developing relationships and spending time with staff members in and outside of school.</p>	<p>Jenn L, Julie, Amanda, AnnaLee</p>	<p>Monthly</p>	<p>A Staff Activity will be set on the calendar each month.</p>	<p>Staff Potluck set for Sept. 25th (Day 2) – Sign-up sheet on Whiteboard Staff Potlucks will continue throughout the year. AnnaLee will develop a sheet for staff to sign up for monthly potlucks. Halloween Party (Oct. 31st) – at Claire’s Discussion Topic – Staff Trip – Possibilities: Bowling in Yorkton,</p>

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					<p>overnight trip, etc. Need more discussion on this matter.</p> <p>Christmas Party Ideas – Greg suggested Dinner Theatre (Social Committee to have a meeting discussing possible ideas)</p> <p>Potluck sheet hangs near the <i>Upcoming Staff Social Events</i> wall with a sign up sheet for 3 months at a time.</p> <p>Staff Potlucks were held Sept. 25th, Oct. 20th, Nov. 21st</p> <p>Dinner Theatre tickets are being sold for Dec. 5th (\$25 each)</p> <p>February Staff Event/Activity – Feb. 4th (\$5 dollar Pizza lunch)</p> <p>March Staff Event/Activity – Mar. 17th (Green themed Potluck)</p> <p>April Staff Event/Activity - Grub Crawl</p> <p>May Staff Event/Activity – Bowling and Supper in Yorkton</p>
	<p>Professional Responsibilities – It is our professional responsibility to attempt to resolve conflicts directly and effectively with specific individuals. It is also our goal to model good behaviour (ie. Going to class when the bell rings, being on time for supervision, etc.).</p>	All Staff	Continuous (each day)	All staff are encouraged to model behaviour that reflects our goal.	This strategy is ongoing.
	<p>Trust surveys – We as a group will get together to calculate our performance target.</p>	Trust survey group members	January 26 th , 2009 3:30pm		