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| **PD Structure** | **Description** |
| **Summer Independent Curriculum Planning** | * Master teachers are offered a small stipend to work independently to revise and upload their course materials into the learning management system * Master teachers meet with new teachers to introduce them to the curriculum * New teachers are given curriculum from courses developed by master teachers with the freedom to adjust as long they retain the pacing to standards |
| **Summer Collaborative Planning** | * 3 weeks for all teachers; Led by master teachers that will attend part-time and use the rest of the time for independent curriculum planning |
| **Weekly collaborative planning by POD (includes SPED teachers)** | * 90 minutes per week * Coordination of weekly schedule and assignments * Curriculum refinement across subjects (STEM, Humanities) |
| **Weekly collaborative planning for all teaches** | * 3 hours every Wednesday * Review students’ weekly progress and discuss any changes or adjustments that may be needed to meet student needs * Ongoing review of technology resources and analysis of student perseverance and independence * Ongoing support for horizontal and vertical articulation of the curriculum * Prepare for and discuss how to structure student-led conferences with guidelines for student portfolio reflection and demonstration of mastery * Sharing of strong instructional practices * Collective review of student writing to norm use of common rubrics |

**Support for instructional strategies**

Because of our co-teaching approach and open classrooms, it will be easy for the principal and curriculum coordinator to see each teacher teach multiple times a week. Support will be provided by the curriculum coordinator or appropriate outside source for any needs related to instructional strategies. These will be different than in most schools because our model demands very little “lecture” style teaching.

**Teacher Collaboration and Mentorship**

In addition to support from the principal and curriculum coordinator, new teachers will be matched with master or experienced teachers for each pod. Thus new teachers will be able to refine instructional strategies while teaching because their co-teaching partner will be in the same physical space. Finally, our instructional model is flexible enough to allow teachers to observe one another for short periods on a frequent basis.

**On-going support from data strategist**

The data strategist will help teachers with any data needs. Ninth- Twelfth grade teachers will be supported with both EPAS and data related to content assessments from Illuminate. His/her time will be allocated based on the differentiated needs of teachers.

**Outside conference and visits**

Our budget will include $1,000 per teacher to attend conferences or visit other schools. Master teachers will be given full control over their individual budgets. Newer teachers will be guided towards options that best meet their development needs as identified by the principal or curriculum coordinator.