



Carencro High School Academy of Information Technology

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Professional Development Framework

Dimension 1 – Context

A. Learning Communities

Describe how the Academy will organize adults into learning communities whose goals are aligned with those of the school, district, local community needs, and Academy.

- The school community will be disaggregated into nested learning communities charged with aligning the goals of the school, district, local community and Academy. Planning time and classroom space will be organized to best serve the needs of the school community in support of the AOIT learning teams.

Responsible Person(s): Principal, Professional Staff

Timeline: Ongoing

Evaluation Measure(s): The principals' support of Academy teachers will be assessed through evaluation of Master Schedule. Emphasis will be centered on common planning time for AOIT instructors.

- Meetings among school and partner team members will occur on a regular basis to meet the continually evolving needs of the Academy.

Responsible Person(s): Principal, Advisory Board, Partners

Timeline: Ongoing

Evaluation Measure(s): The Leadership Team/Advisory Board will meet regularly to collaboratively discuss program design and program relevancy to the IT field.

B. Leadership

Describe how the Academy will provide skillful school, business, and district leaders who guide continuous instructional improvement.

- The principal will serve as the instructional leader in regards to promoting the Academy's mission, values, and expectations to all stakeholders. The summer NAF conference and the fall workshop will assist the principal in staying abreast of NAF philosophy.

Responsible Person(s): Principal

Timeline: Ongoing

Evaluation Measure(s): The principal will engage in web conferences, NAF fall leadership summit, NAF summer institute with registration forms and log as evidence of participation.

- Academy leaders will use organizational performance data and attend the NAF Leadership Summit to improve their leadership effectiveness and the leadership system.

Responsible Person(s): Principal, Leadership Team

Timeline: Ongoing

Evaluation Measure(s): NAF Leadership Summit registration forms.

C. Resources

Describe how the Academy will provide the resources to support adult learning and collaboration.

- The Leadership Team will allocate a minimum of 10% of the Academy budget for professional development.

Responsible Person(s): Principal, Leadership Team

Timeline: Ongoing

Evaluation Measure(s): Evidence of funds provided in AOIT budget for professional development.

- Migration to the 4 X 8 instructional day will provide teachers with a 90 minute planning period daily. This planning period is 25% of teachers' time.

Responsible Person(s): Principal

Timeline: Fall, 2004

Evaluation Measure(s): Master Schedule

- Business partners will devote an appropriate amount of time for their own professional development relative to their Academy contributions.

Responsible Person(s): Partners

Timeline: Ongoing

Evaluation Measure(s): Participation in NAF professional development opportunities.

Dimension 2 – Process

A. Data-Driven

Describe how the Academy will use disaggregated student data to determine adult learning priorities, monitor progress, and help sustain continuous improvement.

- The Leadership Team will use data on student learning (school- and work-based learning) to provide the focus for professional development efforts. Data will be derived from classroom and internship experiences.

Responsible Person(s): Principal, Leadership Team, Advisory Board

Timeline: Ongoing

Evaluation Measure(s): Assessment data will be collected to allow the Leadership Team to enhance/improve program design.

- The Leadership Team will use disaggregated data to ensure that subgroups of students are receiving equitable treatment/opportunities.

Responsible Person(s): Principal, Advisory Board, Leadership Team

Timeline: Ongoing

Evaluation Measure(s): Data will be collected from all stakeholders using a variety of quantitative and qualitative research techniques. The data will allow the Leadership Team/Advisory Board to analyze, align, and improve student and operational performance at all levels and in all parts of the Academy.

- Leadership Team will utilize various types of evidence (quantitative/qualitative, classroom/internship, formative/summative) to improve the quality of professional development.

Responsible Person(s): Advisory Board, Principal, Leadership Team

Timeline: Ongoing

Evaluation Measure(s): The Leadership Team/Advisory Board to assess student performance and recommend program improvements.

B. Evaluation

Describe how the Academy will use multiple sources of information to guide improvement and demonstrate its impact.

- A comprehensive evaluation program using summative data collected from all stakeholders will be used to modify and improve the AOIT program.

Responsible Person(s): Principal, Leadership Team, Advisory Board

Timeline: Ongoing

Evaluation Measure(s): The Leadership Team/Advisory Board will collaboratively develop program evaluation instruments to collect data from all pertinent stakeholders. Collected data will serve as a catalyst to recommend modifications to the AOIT program.

- The Leadership Team will routinely evaluate efficacy of professional development using such criteria as: data concerning knowledge gained by participants, level of implementation, and changes in student learning.

Responsible Person(s): Principal, Leadership Team, Advisory Board

Timeline: Ongoing

Evaluation Measure(s): Use of summative evaluation tools to measure outcomes of professional development.

C. Research-Based

Describe how the Academy will prepare Academy stakeholders to apply research to decision making.

- Leadership Team will engage in the disciplined practice of utilizing educational and career-related research to drive decision making.

Responsible Person(s): Principal, Leadership Team, Advisory Board

Timeline: Ongoing

Evaluation Measure(s): Decision making based on educational and career-related research.

- The Leadership Team will adopt improvement strategies based on research-based investigations.

Responsible Person(s): Principal, Leadership Team, Advisory Board

Timeline: Ongoing

Evaluation Measure(s): Use of summative evaluation tools to measure outcomes of professional development.

- The Leadership Team will utilize pilot studies and action research as a mechanism to measure the effectiveness of new approaches.

Responsible Person(s): Principal, Leadership Team, Advisory Board

Timeline: Ongoing

Evaluation Measure(s): Teaching practices based on research, pilot study or action research.

D. Design

Describe how the Academy will use learning strategies appropriate to the intended goal in professional development exercises, and applying knowledge about human learning and change.

- Academy teachers will employ interdisciplinary teaching practices: a knowledge construction process in which students and instructors come together to analyze differences in disciplinary approaches to a problem and to work toward a synthesis - a new, more comprehensive view than allowed by the vision of any one field.

Responsible Person(s): Academy Teachers

Timeline: Ongoing

Evaluation Measure(s): Evidence of interdisciplinary teaching/practices will be documented via teacher portfolios and lesson plans.

- Academy teachers will engage in the use of instructional technology to stimulate student interests and creativity.

Responsible Person(s): Academy Teachers

Timeline: Ongoing

Evaluation Measure(s): Classroom walkthrough's, student portfolios, lesson plans.

- Leadership Team will engage in professional development by attending NAF and other professional development conferences and will use acquired knowledge to design interventions and follow-up strategies.

Responsible Person(s): Leadership Team

Timeline: Ongoing

Evaluation Measure(s): Interventions and follow-up activities are based on knowledge acquired through professional development activities.

E. Collaboration

Describe how the Academy will provide Academy stakeholders with the knowledge and skills to collaborate.

- Professional development will prepare Academy stakeholders to use technology to collaborate.
Responsible Person(s): Leadership Team
Timeline: Ongoing
Evaluation Measure(s): Evidence of open communication will be measured via web page hits, email correspondence, use of Blackboard, etc.
- The Leadership Team will utilize team-building activities to engage in dialog with the Advisory Board. Focus will be on developing consensus regarding academy priorities.
Responsible Person(s): Leadership Team, Advisory Board
Timeline: Ongoing
Evaluation Measure(s): The Leadership Team will strive to recruit and keep the right people on the Advisory Board. Efforts will focus on a management culture that permits individuals to argue and debate in pursuit of the best answers, yet who unify fully behind a decision, regardless of parochial interests.
- The Leadership Team will meet regularly with the larger school community to explore opportunities for curricular collaboration.
Responsible Person(s): Principal, Leadership Team, Central Office Curriculum Dept.
Timeline: Ongoing
Evaluation Measure(s): Discussions regarding curricular collaboration between AOIT and larger school community will comprise a component of faculty and staff meetings. Indicators include: conference participation, university courses, In-Tech training and technology workshops.
- The Leadership Team will utilize team-building activities to engage in dialog with the Advisory Board. Focus will be on developing consensus regarding academy priorities.
Responsible Person(s): Leadership Team, Advisory Board
Timeline: Ongoing
Evaluation Measure(s): The Leadership Team will strive to recruit and keep the right people on the Advisory Board. Efforts will focus on a management culture that permits individuals to argue and debate in pursuit of the best answers, yet who unify fully behind a decision, regardless of parochial interests.

Dimension 3 – Content

A. Equity

Describe how the Academy will prepare Academy stakeholders to understand and appreciate all students, create safe, orderly and supportive learning environments, and hold high expectations for academic achievement.

- Leadership Team will champion the Academy’s practices that convey respect for students, their families, and students’ cultural backgrounds.
Responsible Person(s): Leadership Team
Timeline: Ongoing
Evaluation Measure(s): Evidence of professional development initiatives advocating practices that convey respect for students and families.
- Leadership Team will encourage high expectations for academic achievement, through work-based and school-based experiences.
Responsible Person(s): Leadership Team
Timeline: Ongoing
Evaluation Measure(s): Quality of work-based and school-based experiences.
- Academy teachers regularly shape activities to match learning styles of individual students.
Responsible Person(s): Academy Teachers
Timeline: Ongoing
Evaluation Measure(s): Individualized lesson planning based on learning styles of students.

B. Quality Teaching

Describe how the Academy will deepen content knowledge, provide Academy stakeholders with research-based instructional strategies to assist students in meeting rigorous academic standards, and will prepare them to use various types of assessments appropriately.

- The Academy teachers will participate in professional development opportunities, will meet to plan ways to incorporate technology into their instructional delivery, and planned interdisciplinary projects.
Responsible Person(s): AOIT Teachers
Timeline: Ongoing
Evaluation Measure(s): Examples of alternative forms of instruction will be documented via teacher portfolios. Evidence of professional development of teachers will be verified via conference registration forms/documents.
- Academy teachers will engage in many opportunities to develop deeper knowledge that will benefit their work with the Academy and to regularly monitor student progress.
Responsible Person(s): Academy teachers
Timeline: Ongoing
Evaluation Measure(s): Evidence of professional readings, networking, attendance at professional conferences, etc.

C. Community Involvement

Describe how the Academy will provide Academy stakeholders with knowledge and skills to involve families, local business partners, and other community stakeholders appropriately.

- Professional development will afford stakeholders with the knowledge to champion the Academy's mission, values, goals, expectations and relations.
Responsible Person(s): Partners, Employees, Leadership Team
Timeline: Ongoing
Evaluation Measure(s): Evidence of public advocacy of the Academy by stakeholders.
- The Leadership Team will regularly involve the local community in Academy activities, including **Advisory Board** meetings, Academy recognition and promotional events, and career related functions.
Responsible Person(s): Principal, Leadership Team, Advisory Team, Business Partners
Timeline: Ongoing
Evaluation Measure(s): Community involvement will be measured through participation in Academy activities. Artifacts will measure extent of parental involvement (Advisory Board membership, sign-in sheets, parent support organizations, etc.).
- The Academy will build relationships with students and parents through guest speakers, Open House, newsletters, media, job shadowing, web page and mentoring.
Responsible Person(s): Principal, Leadership Team
Timeline: Ongoing
Evaluation Measure(s): Examples of activities to foster open communication between the Academy and students and parents will be verified via Open House attendance, newsletters, web page hits, email correspondence, etc.