

**The University of Alabama/University of West Alabama
Regional In-Service Education Center
Strategic Plan
Fall 2015 – Fall 2020**

MISSION STATEMENT:

The University of Alabama/University of West Alabama Regional In-Service Education Center (ISC) provides professional learning and growth opportunities for the teachers, administrators, counselors, instructional partners/coaches and librarians of twelve (12) school districts within nine (9) area counties: Choctaw County, Demopolis City, Fayette County, Greene County, Hale County, Lamar County, Linden City, Marengo County, Pickens County, Sumter County, Tuscaloosa City, and Tuscaloosa County.

Our mission is to provide exemplary opportunities for professional growth in core curriculum subjects to address the specific needs of our districts. While our focus is on identified high-needs areas, we will be a resource for all districts/schools helping them to address specific areas for improvement based on data analysis.

The core programs that operate within or are supported by the ISC work collaboratively to provide services and resources to our districts are Alabama Math, Science, and Technology Initiative (AMSTI), Alabama Science in Motion (ASIM), Technology in Motion (TIM), and the Alabama Reading Initiative (ARI).

The UA/UWA In-Service Center has fiscal and partnership responsibilities to the regional staff of the Alabama Reading Initiative (ARI); however, the Center has no programmatic nor supervisory oversight.

CORE VALUES:

Our partnership and work are based on the following core values: Collaboration, Communication, Knowledge, Dependability, Organization, Integrity, Achievement, Respect, and Vision.

NOTE: When "ISC" is used in this document, it is understood to include all core programs that exist within the umbrella of the Regional In-Service Education Center.

GOALS AND OBJECTIVES:

Goal #1: Develop and maintain a collaborative partnership among all ISC programs, UA and UWA faculty, all districts within our region, and community stakeholders (as identified by the LEAs).

Objectives related to Goal #1:

- a. Encourage and facilitate communication among all entities (this includes ISC personnel, University faculty, district personnel and community stakeholders) by building a database containing current contact information. This will include maintaining and updating the database regularly.
- b. Utilize electronic avenues to keep all entities abreast of events, professional learning opportunities, and accomplishments within the region. This could include but is not limited to social media outlets and electronic newsletters.
- c. Build trust among all entities. This will include clear, honest, and timely communication with each other. Districts will feel comfortable sharing data, needs, and ideas with the ISC and the ISC will work to address needs and share ideas and resources for improvement. Confidentiality concerning all information and personnel will be strictly adhered to. All partners will perform as a team working toward the ultimate goal of helping all students to become productive and successful citizens.
- d. Build relationships and promote a team approach among all ISC programs. This will include developing a clear understanding of and appreciation for the expertise and role of each specialist. Regular communication and professional learning groups as well as face-to-face interactions will be utilized to promote a sense of teamwork among all entities and specialists.
- e. Identify community stakeholders and encourage their participation in the schools and districts. Provide a means for recognition and celebration of the involvement of any and all community partners.
- f. Develop and maintain relationships with state and local elected officials, keeping them informed of the activities of the ISC. Advocate on behalf of ISC programs, ensuring that officials are aware of the cost-effective value they bring to Alabama students.

Goal #2: Support the development of technology expertise among all ISC personnel (clerical, specialists, associate project administrator, project administrator, assistant director, and director) to promote their ability to encourage and foster effective utilization of technology in classroom instruction.

Objectives related to Goal #2:

- a. Engage in professional learning opportunities to build expertise.
- b. Provide ideas and support to district leaders and to classroom teachers concerning appropriate software as well as hardware and bandwidth needs to support effective technology in the classroom setting.
- c. Provide a way for teachers to share ideas and expertise in the use of technology to support instruction.

Goal #3: Ensure that all professional learning opportunities offered through the ISC are high-quality, standards-based, accessible, and relevant to the needs of the audience.

Objectives related to Goal #3:

- a. Ensure that all professional learning presenters are familiar with, actively address, and include the accepted professional standards of the subject area being addressed.
- b. Ensure that all professional learning presenters are familiar with, actively address, and include the Standards for Professional Learning in preparation for and delivery of activities.
- c. Provide professional learning opportunities for all specialists to develop high-quality presentation and facilitation skills. Ensure that all specialists adequately prepare in advance for all professional learning opportunities.
- d. Plan professional learning opportunities that are relevant to the needs of the audience. This will be determined by gleaning data from EDUCATEAlabama and LEADAlabama concerning the needs expressed by educators and educational leaders for their own professional growth. Periodic needs assessments may be a part of this plan as well. District and school Continuous Improvement Plans will serve to inform this planning as well.
- e. Participation in professional learning opportunities will be made more easily accessible to educators and educational leaders throughout our region. Delivery of professional learning opportunities within shorter driving distances for participants, and electronic delivery systems will be researched and provided as deemed appropriate providing that the quality of the opportunities can be maintained and costs are feasible within our budgetary constraints.

Goal #4: Improve communication and public relations throughout the region served so that all educators and educational leaders are aware of the professional learning opportunities and resources that are available to them through the ISC.

Objectives related to Goal #4:

- a. Actively utilize social media to communicate activities, events, opportunities, and recognition. Encourage others to post ideas and questions so that this venue becomes a strong means of collaboration across our region.
- b. Improve the ISC website so that it is regularly updated, provides information that is easily accessible, and includes pictures and videos of ongoing activities. This will encourage more participation and create interest in the activities of the ISC.
- c. Periodically provide an electronic newsletter to all community stakeholders and to state and local officials keeping them informed of ISC activities and encouraging them to attend and/or support activities.

Goal #5: Encourage a “change agent” mindset among all ISC personnel and professional learning participants.

Objectives related to Goal #5:

- a. Build morale among ISC personnel recognizing that their work is difficult but that collaboration among themselves as well as among the educators they serve can bring satisfaction and effectiveness that can improve student achievement.
- b. Continue to cultivate a “7-Habits Environment” in the workplace realizing that everyone must benefit in order for true synergy to occur.
- c. Set high expectations for all participants and maintain a positive environment for all professional learning opportunities.
- d. Identify and cultivate a cadre of teacher leaders that will be advocates and cheerleaders within each district and/or school to help support the ISC and its activities.

Once refined and adopted, action plans must be developed for fulfilling each objective and goal and a timeline for completion of each. This Strategic Plan will be effective beginning August 1, 2015 through August 1, 2020 pending Governing Board approval. During this time annual assessment meetings will be held in May-June with members of the Design Team to determine the progress of the plan and to make changes in action steps as appropriate. Assessment results will be shared with the entire ISC staff and Governing Board and further input from them will be requested and received.