Regional In-Service Education Center

The University of Alabama/University of West Alabama
Regional In-Service Education Center
Strategic Plan
Fall 2020-2025

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 and one (1) charter school 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, Tuscaloosa County, and University Charter School.

Our mission is to provide exemplary opportunities for professional growth based upon Learning Forward's Standards for Professional Learning and our state's accountability standards to address the specific needs of our districts. We will be a resource for all districts/schools in assisting them to identify and address specific steps for improvement based upon 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), Alabama Technology in Motion (ATIM), and the Alabama Reading Initiative (ARI).

The UA/UWA In-Service Center has a partnership with the regional staff of the Alabama Reading Initiative (ARI); however, the Center has neither programmatic nor supervisory oversight.

CORE VALUES:

Our partnership and work are based on the following core values: Adaptability, Collaboration, Communication, Cooperation, Knowledge, Dependability, Judgment, Organization, Integrity, Initiative, Quality, and Respect. These core values are explicitly stated and assessed yearly via The University of Alabama's performance review. The In-Service Center will continue to foster collaborative efforts amongst all ISC personnel.

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:

<u>**Goal #1**</u>:

Maintain consistent communication amongst all ISC programs, university stakeholders, districts within our region, and additional community partners (as identified by the LEAs).

Objectives related to Goal #1:

a. Encourage and facilitate communication among all entities (ISC personnel, University faculty, district personnel, Alabama State Department of Education, and community stakeholders) by maintaining a database containing current contact information.
b. Utilize electronic avenues to keep all entities abreast of events, professional learning opportunities, and accomplishments within the region. This will include an ISC monthly newsletter, updates in Facebook/Twitter feed, and electronic dissemination of summer training sessions linked to PowerSchool.
c. Provide clear, timely communication with all stakeholders that ensures confidentiality.
d. Provide on-boarding training for new employees and promote positive relationships through mentoring and quarterly training for all ISC programs. This will include building an awareness of each employee's role and promote opportunities for discussion and collaboration across initiatives.
e. Through the monthly newsletter, provide recognition and celebration of the involvement of any and all ISC personnel and partners.
f. Maintain consistent communication with Governing Board representatives and associated districts. This will include, but not be limited to: meeting announcements, meeting locations, electronic votes (as needed), and requesting nominations as terms expire.
g. Update the official bylaws of the Governing Board based upon the 2020 Accountability Standards for all In-Service Centers. Elicit feedback from Governing Board members and provide a final document by the spring 2020 meeting.
h. Provide yearly on-boarding training for each new Governing Board member once his/her term begins.

<u>**Goal #2**</u>:

Provide for job-embedded professional learning for all ISC personnel based upon current Alabama State Department of Education responsibilities, requirements, and regional needs.

Objectives related to Goal #2:

a. Determine staff professional learning needs based upon yearly needs assessment, ALSDE strategic plan and initiatives, and school-based requests.

b. Engage in professional learning opportunities to build awareness of ALSDE requirements pertinent to each employee's role (PowerSchool, materials management, content-specific training, coaching).
c. Engage in professional learning opportunities through university means as applicable to job responsibilities and roles.

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 Learning Forward Standards of Professional Learning and the standards of the subject area being addressed. The professional learning standards will be documented in each course listing in PowerSchool.
b. Provide explicit training for all specialists in the Learning Forward Standards for Professional Learning in preparation for and delivery of learning sessions. These standards have been adopted by the ALSDE and will guide our work as facilitators of professional learning.
c. Plan professional learning opportunities that are relevant to the needs of the intended audience. This will be determined by reviewing multiple forms of data such as formative assessments, summative assessments, work samples, and the center or other initiative's Professional Development Inventory.
d. Continue to provide multiple locations and formats for professional learning based upon the needs expressed through the ISC needs assessment and specific requests. As begun in 2019, the ISC will continue to provide options for site-based training that are conveniently located based upon population (example: PowerSchool training, NUMBERS). Training through online learning management systems (Google Classroom, Moodle, and/or Schoology) or virtual means will be provided as deemed appropriate based upon the structure and associated cost of the training.
e. Provide an annual report to the Alabama State Department of Education and the ISC Governing Board by December 1 of each year that provides information on the impact of the ISC's programming on improving the skills of teachers and leaders, specific to mathematics and ELA.

Goal #4:

Provide leadership development for both external and internal stakeholders in the UA/UWA region.

Objectives related to Goal #4:

a. Identify and cultivate a cadre of teacher-leaders and support these leaders in their facilitation and coaching skills (e.g. Master Technology Teachers, Math Teacher Leaders, ISC Professional Learning Facilitators).
b. Increase participation in ACLD-PLUs offered to both practicing and aspiring administrators.
c. Increase participation in National Board Support Networks in order to increase the number of board-certified teachers within the region.
d. Promote collaborative and individual opportunities for staff leadership based upon skills, expertise, and initiative.

This Strategic Plan will be effective beginning August 1, 2020 through August 1, 2025. During this time annual assessment meetings will be held in late spring/summer with members of the Design Team in order to determine the progress of the plan and to make changes in action steps as appropriate.