

# Investing in staff for the benefit of our students

**Mission:** Provide excellent, challenging learning opportunities and experiences that prepare each student for success.

**Vision:** To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.

## Collaboration time

- Elementary and Comprehensive High Schools - Target to meet 60 minutes per 5 day workweek\*
- Middle Schools - CT period daily\*
- Time spent collaborating with colleagues to positively affect student achievement while also benefiting educators' teaching and learning practices
- Action oriented; members turn aspirations into actions and visions into reality
- Efforts must be assessed on the basis of results rather than intentions
- Recurring cycles of collective inquiry and action to achieve better results for the students educators serve
- Collaborative team members work interdependently to achieve common goals for which they are mutually accountable
- Directly tied to school and district missions, visions and goals through a strategic plan



## Faculty and Professional Meetings

- Principals will host staff and professional meetings with a target of up to 2 hours per month with staff

## Prep time

- Target is a minimum of 225 minutes per 5 day work week
- Time to reflect on individual and student work
- Time for classroom and lesson planning
- Time to plan activities and field trips, review instructional practices, collaborate with colleagues, communicate with parents, and complete other professional duties (i.e. IEPs, 504 meetings, etc.)
- Can occur during instructional or non-instructional time
- Staff will work together with administration to address unique circumstances that come up in a professional manner and honor the time for teachers and for administration



## Professional learning

- Target of 1/2 of the 4 professional learning days
- Sustained, intensive, job-embedded, collaborative, data-driven and classroom-focused learning
- Learning of new knowledge and skills that aid in staying relevant and up-to-date
- May result in career growth opportunities
- The weekly 60-minute Collaboration Time is still provided on these days



*\*Choice and Charter schools Collaboration Time time will vary due to unique schedules that can change on a weekly basis*