Professional Learning Focus: Blended Learning
Goal: Increase the capacity of staff to develop curriculum, instruct, and assess student learning using blended learning strategies to support student access to high quality continuous required learning in an online format.
NIET TAP Domains: Instruction, Design & Planning (Aligned to IA Teaching Standards 1-7)

	Actions	Resources	Timeline
Infrastructure & Hardware	Inventory existing Chromebooks, tablets and iPads	IT Staff	June 2020
Infrastructure & Hardware	Purchase additional Chrome Tablets for primary grades	IT Staff CARES Act Fund	July 2020
Infrastructure & Hardware	Increase student access to WiFi in home environments through community partnerships	Swift (Connectivity) District (Switches & Access Points) CARES Act Fund	July & August 2020
Access	Increase student access to WiFi by extending building hours	2 Part Time Associates for Supervision & Instructional Support* CARES Act Fund & At Risk Funds	September 2020 through May 2021
Management	Provide instructional support in K-1	2 Full Time Associates for Supervision & Instructional Support* CARES Act Fund	August 2020 through May 2021
Instruction	Purchase instructional resources to support blended instruction	Discovery Ed, Into Reading, Reflex Math, Write to Learn TLC Funds	June 2020
Design & Planning	Design learning format & identify technology tools	R2L Committee: Academic Rigor & Technology	June 2020
Design & Planning	Provide summer institute: technology tools, 5 E's instructional model, curriculum development, individual & team planning	R2L Committee Members, Instructional Coaches, Mentor Teachers, Leadership Team, IT Staff Designated Time in Summer & Preservice TLC Funds	July 2020 Preservice August 2020
Design & Planning	Explore and further refine the implementation of blended learning	https://www.blendedlearning.org/models/ https://www.prodigygame.com/blog/six-blended-learning-models-examples-download/ https://ace.nd.edu/blog/blended-learning-and-guided-reading https://ace.nd.edu/blog/protecting-purpose-in-the-blended-classroom https://www.teachthought.com/learning/12-types-of-blended-learning/	September 2020 through May 2022

		Facilitated team meetings at each school site during cluster or early out time TLC or General Funds for Subscription Services as Needed	
Instruction, Design & Planning	Provide summer Institute: blended learning & curriculum development	TLC Funds	Summer 2021

Professional Learning Focus: Culture, Climate, & Equity
Goal: Increase the capacity of staff to effectively lead and teach in diverse learning environments
NIET TAP Domain: Learning Environment (Aligned to IA Teaching Standards 1, 2, 3, 6,7, 8)

	Actions	Resources	Timeline
Policy	Leadership team reviews & discusses implementation of board policies on equity, harassment, bullying & discrimination. **Questions:** How do we make this more accessible to our students & families? How do we ensure enforcement of the policy?	Board Policy Manual Team Meetings IASB Midwest Equity Center	June & July Team Meetings August Leadership Retreat August 2020
Policy	Review Shenandoah CSD's Board policies on equity, harassment, bullying & discrimination	Board Policy Manual Board Meeting	June 2020
Policy	Ensure publication of policies is included on PowerSchool, the website, and annual notification listings	Board Policy Manual, Website, & Media Newspaper	Annually
Policy	Issue policy to each employee & substitute using Frontline Central	Board Policy Manual Frontline Central	Initial July 2020 Point of Employment Annually
Policy	Provide training for all staff on the terminology & implementation of equity harassment, bullying & discrimination policies	Board Policy Manual IA Teaching Standard 8	August & September 2020
Discipline Matrix	Develop consistent student discipline matrix of consequences appropriate to grade Level	Leadership Team Teacher Leaders Members from the Equity Committee	September 2020
Learning Environment	Staff participate in professional learning book talks on school culture, climate, & equity	Relentless by Hamish Brewer Culturize by Jimmy Casas	November 2019 - May of 2021
Learning Environment	Provide training on diversity awareness and the impact on the learning environment	NIET TAP Domain 4: Environment & IA Teaching Standards 2, 3, 6, 7, & 8 AEA Online Training on Diversity & Cultural Awareness	August –September 2020

		Facilitated team meetings at each school site during cluster or early out time	
Learning Environment	Provide training on instructional strategies to support diverse learners	Facilitated team meeting at each school site during cluster or early out time Summer Institute Professional Literature Members from the Equity Committee	January 2021 – August 2021
Learning Environment	Host a conference on School Culture, Climate and Equity on MLK Day and invite area schools to participate	GHAEA ASCD Midwest Equity Center TLC Funds for Speakers	January 18, 2021 Bi-Annual
Learning Environment	Review instructional resources K-12	Dedicated Funds to Purchase Supplemental or Replacement Resources	July 2020 July 2022
Programs	Review bullying & harassment curriculum models (i.e. https://olweus.sites.clemson.edu/)	https://educateiowa.gov/pk-12/learner-supports/anti-bullyinganti-harassment Iowa Safe Schools Midwest Equity Center	September 2020 – April 2021
Programs	Train staff and implement Identified bullying & harassment curriculum	https://educateiowa.gov/pk-12/learner-supports/anti-bullyinganti-harassment Iowa Safe Schools Midwest Equity Center	August 2021-2022