

CARBON-LEHIGH IU 21

4210 Independence Dr

IU Comprehensive Plan | 2021 - 2024

MISSION STATEMENT

The Carbon Lehigh Intermediate Unit 21 is an educational service agency committed to HELPING CHILDREN LEARN.

VISION STATEMENT

The CLIU will serve as the coordinating agency that brings together diverse school district, vocational schools, business, higher education, and community groups. The CLIU will use a regional team approach and through cooperation and collaboration among school districts and agencies, will provide innovative, responsive, and cost-effective programs. The CLIU will facilitate inter-district cooperation, provide educational and administrative services to schools, and function as a link between the Pennsylvania Department of Education and local school districts. As we work steadfast in helping children learn, we know that we must approach our work by designing systems and frameworks that embrace innovation and creativity. These systems will allow for development and growth and will enable us to strategize, problem solve and respond. We must structure programs and services that initiate action towards children's needs. We must seek continuous improvement by assessing and evaluating our progress, and communicate our findings and outcomes as our systems evolve. As we utilize a genuine systems approach, we fully realize how we are all connected and integrated and are then better able to implement needed change with fidelity.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

All students are active learners and active members of our community; they are empowered to strive for their own excellence as well as to embrace and celebrate differences.

STAFF (FORMALLY EDUCATORS)

As our core mission is helping children learn, the Carbon Lehigh Intermediate Unit 21 will provide services, resources, and supports to staff that will enable them to provide the best service possible to students in an effective and efficient manner.

ADMINISTRATION

As our core mission is helping children learn, the Carbon Lehigh Intermediate Unit 21 will provide opportunities for leadership growth, collaboration, and problem solving that will enable them to provide the best leadership possible to attain our mission.

LEA LEADERS

Within our core mission of helping children learn, the Carbon Lehigh Intermediate Unit 21 values communication and collaboration with our LEA leaders in fulfilling this mission across our region for all students.

PARENTS

Within our core mission of helping children learning, the Carbon Lehigh Intermediate Unit 21 values communication, collaboration, and partnerships with families that will support student growth and learning in all areas.

COMMUNITY

Within our core mission of helping children learn, the Carbon Lehigh Intermediate Unit 21 values community partnerships to not only support student learning, but create new opportunities for learning, future employments, or collaborative service to the students and schools of our

region.

OTHER (OPTIONAL)

STEERING COMMITTEE

Name	Position	Building/Group
Elaine Eib	Executive Director	CLIU 21
Kim Talipan	Assistant to the Executive Director	CLIU 21
Mark Scott	Director of Special Services	CLIU 21
Eric Lech	Director of Curriculum, Instruction, and Educational Technologies	CLIU 21
Michael Heater Jr.	District/School Leader	CLIU 21
Jen Parker	Staff Member	CLIU 21
Maia Geiger	Staff Member	CLIU 21
Tracy Miller	Staff Member	CLIU 21
Sheila Parnell	District/School Leader	CLIU 21
Evelyne Bamba	Parent	Community
Sue McGorry	Parent	Community
Wayne Wentz	Board Member	Community
Kelli Tremba	Staff Member	CLIU 21

Name

Position

Building/Group

Laura Williams

Community Partner

LVHN - Outreach Liaison

ESTABLISHED PRIORITIES

Priority Statement	Outcome Category
If CLIU 21 leadership team initiates processes to include broad stakeholder engagement in continuous improvement of organizational culture and supports the development, professional learning, and advancement of employees in alignment with the intermediate unit’s mission, vision, and values and, then staff retention rates will rise and candidate pools for available employment will increase.	Essential Practices 2: Empower Leadership
If we engage instructional teams in developing standards aligned units in the math curricular area and teachers use aligned materials in their instruction, then students will demonstrate greater growth and achievement in the math curricular area.	Mathematics

ACTION PLAN AND STEPS

Evidence-based Strategy	
Engage instructional teams in developing standards aligned units	
Measurable Goals	
Goal Nickname	Measurable Goal Statement (Smart Goal)
Math Curriculum	By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Convene a cross-departmental and program math curriculum framework team to guide this project.	2021-09-01 - 2021-11-30	Director of SPS	Support of other departments
Establish a curriculum development timeline and regular meeting opportunities for the team.	2021-10-01 - 2021-12-31	Director of SPS	
Prepare Math Curriculum Framework Team for curriculum revision process.	2021-11-01 - 2022-01-31	Director of C&I	PDE SAS
Survey local LEAs to determine alignments, frameworks, and materials/resources used in collaborating schools.	2021-10-01 - 2021-12-31	Director of C&I	Survey Tool
Access, gather, and review/analyze current frameworks for math across programs and continuum.	2021-11-01 - 2022-06-30	SPS Facilitators	Curriculum Frameworks
Revise and align math curriculum frameworks across all programs and continuum with appropriate standards and competencies addressed.	2022-07-01 - 2023-06-30	SPS Facilitators	PDE SAS, Curriculum Mapping Templates
Research and select appropriate resources and materials to support curriculum updates.	2022-07-01 - 2023-06-30	SPS Facilitators	PDE SAS, Evidence Resource Clearinghouses
Design and deliver curriculum review and implementation meetings/sessions with program staff.	2023-07-01 - 2023-10-01	SPS Facilitators	New curriculum, C&I Support (if needed)
Provide professional learning opportunities related to selected materials and resources to support instruction of curriculum.	2023-07-01 - 2023-10-31	SPS Facilitators	Materials, resource providers, etc.
Monitor implementation of curriculum and seek feedback from staff.	2023-10-01 -	SPS	Walkthrough tool, Survey

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
	2024-06-30	Supervisors, SPS Facilitators	Tool

Anticipated Outcome
 Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Monitoring/Evaluation
 Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Evidence-based Strategy
 Strategically manage personnel to provide most effective staff where needed most

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
Organizational Climate	By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Employ CLIU Leadership team to develop workgroups in three strategic areas: Diversity/Equity/Inclusion, Positive Culture, Human Resource Development	2022-01-01 - 2022-03-31	CLIU Cabinet	None
CLIU Climate teams will establish regular meeting times over the course of the coming school year.	2022-04-01 - 2022-05-01	CLIU Climate Team leads	Calendars
CLIU Climate teams will establish norms and coherence to the CLIU Mission & Vision to guide the coming work.	2022-04-01 - 2022-06-30	CLIU Climate Team leads	
CLIU Climate teams will utilize appropriate tools, resources, audits, or surveys to measure and analyze current status of respective climate area.	2022-07-01 - 2022-12-31	CLIU Climate Team leads	Survey/Audit Tools such as MAEC Audit, School Climate Survey, etc.
CLIU Climate teams will develop specific action plans to enact during the 2023-2024 school year to result in improvement within their specific area.	2023-01-01 - 2023-06-30	CLIU Climate Team leads	Action planning templates
CLIU Climate teams will implement action plans by providing appropriate communications, professional learning, or development of partnerships programs.	2023-07-01 - 2024-03-30	CLIU Climate Team leads	TBD by Action Plans
CLIU Climate teams will report results of action plan implementation to full leadership team and across stakeholders.	2024-04-01 - 2024-06-30	CLIU Climate Team leads	Presentation materials
Anticipated Outcome			

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Monitoring/Evaluation

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Prepare Math Curriculum Framework Team for curriculum revision process.	11/01/2021 - 01/31/2022

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Design and deliver curriculum review and implementation meetings/sessions with program staff.	07/01/2023 - 10/01/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Provide professional learning opportunities related to selected materials and resources to support instruction of curriculum.	07/01/2023 - 10/31/2023

PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective staff where needed most	CLIU Climate teams will implement action plans by providing appropriate communications, professional learning, or development of partnerships programs.	07/01/2023 - 03/30/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Convene a cross-departmental and program math curriculum framework team to guide this project.	09/01/2021 - 11/30/2021

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Design and deliver curriculum review and implementation meetings/sessions with program staff.	07/01/2023 - 10/01/2023

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
<p>By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)</p>	<p>Strategically manage personnel to provide most effective staff where needed most</p>	<p>Employ CLIU Leadership team to develop workgroups in three strategic areas: Diversity/Equity/Inclusion, Positive Culture, Human Resource Development</p>	<p>01/01/2022 - 03/31/2022</p>

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective staff where needed most	CLIU Climate teams will implement action plans by providing appropriate communications, professional learning, or development of partnerships programs.	07/01/2023 - 03/30/2024

COMMUNICATION PLAN - STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective staff where needed most	CLIU Climate teams will report results of action plan implementation to full leadership team and across stakeholders.	04/01/2024 - 06/30/2024

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

As Executive Director, I affirm that this IU Level Plan was developed in accordance, and will comply with the applicable provisions of 22 Pa. Code, Chapters 4, 12, 14, 16 and 49. I also affirm that the governing board reviewed the IU Level Plan, as indicated in the attached official Board minutes and the contents of the plan are true and correct. Finally, I affirm that the plan was placed for public inspection and comment in the IU offices and in the nearest public library before the next regularly scheduled meeting of the board and for a minimum of 28 days prior to approval by the board or governing body and submission to the Department.

School Board Minutes or Affirmation Statement

Signature (Entered Electronically and must have access to web application).

Executive Director

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

Consistent focus on quality and economy supports the strength of service and resource allocation strategically and equitably.

Establishing frameworks and protocols for systems, programs, and services allows further focus on quality and economy.

Consistent communication and collaboration among leadership team supports the fostering of vision and culture of high expectations.

The focus on what matters most, children and their individual needs, is an utmost urgency and priority for our organization reflected in learner centered supports delivered directly and indirectly to students.

New community partnerships that help to drive indirect services and build greater capacity for career readiness across our region has increased service opportunities.

Refreshing the approach to the SSoS across the intermediate unit to include more collaboration with centralized management has increased opportunities and services. Created new teams that are helping staff grow and improving service to district. Examples

Challenges

Analysis of curriculum development and curriculum cycles indicate a need to more appropriately and regularly align curriculum with standards and expectations.

Development of internal career ladders to retain and grow professionals from within is emerging, but may continue to improve.

Recruitment and retention of staff continues as an ongoing struggle, impacting service models to LEAs.

Greater understanding of how the SSoS can be supported more widely across the organization continues to evolve as new leaders grow into their roles.

Matching SSoS needs to expertise of staff can sometimes be a challenge.

There are inconsistencies in curricular program provided across the various continuum of instructional services.

Some programs lack coherent or revised curriculum or updated curricular resources.

Strengths

include cross-department literacy, resiliency, and school climate teams.

LEAs are receiving new services and opportunities to engage due to partnerships for increased engagement with IU services.

Continued evolution of professional learning models to meet needs of educators has allowed for continued, valuable service to our region.

Challenges

Achievement score numbers for students with disabilities contribute to overall Students with Disabilities achievement and growth scores for regional LEAs.

Most Notable Observations/Patterns

Challenges

**Discussion
Point**

Priority for Planning

Analysis of curriculum development and curriculum cycles indicate a need to more appropriately and regularly align curriculum with standards and expectations.

Development of internal career ladders to retain and grow professionals from within is emerging, but may continue to improve.

There are inconsistencies in curricular program provided across the various continuum of instructional services.

Some programs lack coherent or revised curriculum or updated curricular resources.

Recruitment and retention of staff continues as an ongoing struggle, impacting service models to LEAs.

ADDENDUM B: ACTION PLAN

Action Plan: Engage instructional teams in developing standards aligned units

Action Steps	Anticipated Start/Completion Date
Convene a cross-departmental and program math curriculum framework team to guide this project.	09/01/2021 - 11/30/2021

Monitoring/Evaluation	Anticipated Output
Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.	Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed	PD Step	Comm Step
Support of other departments	no	yes

Action Steps**Anticipated Start/Completion Date**

Establish a curriculum development timeline and regular meeting opportunities for the team.

10/01/2021 - 12/31/2021

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

no

no

Action Steps**Anticipated Start/Completion Date**

Prepare Math Curriculum Framework Team for curriculum revision process.

11/01/2021 - 01/31/2022

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

PDE SAS

yes

no



Action Steps**Anticipated Start/Completion Date**

Survey local LEAs to determine alignments, frameworks, and materials/resources used in collaborating schools.

10/01/2021 - 12/31/2021

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

Survey Tool

no

no



Action Steps**Anticipated Start/Completion Date**

Access, gather, and review/analyze current frameworks for math across programs and continuum.

11/01/2021 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

Curriculum Frameworks

no

no



Action Steps**Anticipated Start/Completion Date**

Revise and align math curriculum frameworks across all programs and continuum with appropriate standards and competencies addressed.

07/01/2022 - 06/30/2023

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

PDE SAS, Curriculum Mapping Templates

no

no



Action Steps**Anticipated Start/Completion Date**

Research and select appropriate resources and materials to support curriculum updates.

07/01/2022 - 06/30/2023

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

PDE SAS, Evidence Resource Clearinghouses

no

no



Action Steps**Anticipated Start/Completion Date**

Design and deliver curriculum review and implementation meetings/sessions with program staff.

07/01/2023 - 10/01/2023

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

New curriculum, C&I Support (if needed)

yes

yes



Action Steps**Anticipated Start/Completion Date**

Provide professional learning opportunities related to selected materials and resources to support instruction of curriculum.

07/01/2023 - 10/31/2023

Monitoring/Evaluation**Anticipated Output**

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed**PD Step****Comm Step**

Materials, resource providers, etc.

yes

no



Action Steps

Anticipated Start/Completion Date

Monitor implementation of curriculum and seek feedback from staff.

10/01/2023 - 06/30/2024

Monitoring/Evaluation

Anticipated Output

Progress check-ins throughout planning and development and implementation monitoring process of walkthroughs and surveys will be used.

Updated/revised curriculum frameworks in math will be available for all current CLIU program continuum.

Material/Resources/Supports Needed

PD Step

Comm Step

Walkthrough tool, Survey Tool

no

no

Action Plan: Strategically manage personnel to provide most effective staff where needed most

Action Steps**Anticipated Start/Completion Date**

Employ CLIU Leadership team to develop workgroups in three strategic areas: Diversity/Equity/Inclusion, Positive Culture, Human Resource Development

01/01/2022 - 03/31/2022

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

None

no

yes



Action Steps**Anticipated Start/Completion Date**

CLIU Climate teams will establish regular meeting times over the course of the coming school year.

04/01/2022 - 05/01/2022

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

Calendars

no

no



Action Steps**Anticipated Start/Completion Date**

CLIU Climate teams will establish norms and coherence to the CLIU Mission & Vision to guide the coming work.

04/01/2022 - 06/30/2022

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

no

no



Action Steps**Anticipated Start/Completion Date**

CLIU Climate teams will utilize appropriate tools, resources, audits, or surveys to measure and analyze current status of respective climate area.

07/01/2022 - 12/31/2022

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

Survey/Audit Tools such as MAEC Audit, School Climate Survey, etc.

no

no



Action Steps**Anticipated Start/Completion Date**

CLIU Climate teams will develop specific action plans to enact during the 2023-2024 school year to result in improvement within their specific area.

01/01/2023 - 06/30/2023

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

Action planning templates

no

no



Action Steps**Anticipated Start/Completion Date**

CLIU Climate teams will implement action plans by providing appropriate communications, professional learning, or development of partnerships programs.

07/01/2023 - 03/30/2024

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

TBD by Action Plans

yes

yes



Action Steps**Anticipated Start/Completion Date**

CLIU Climate teams will report results of action plan implementation to full leadership team and across stakeholders.

04/01/2024 - 06/30/2024

Monitoring/Evaluation**Anticipated Output**

Progress check-ins with Climate Teams, Final Reports of Climate Team Action Plans.

By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis.

Material/Resources/Supports Needed**PD Step****Comm Step**

Presentation materials

no

yes



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Prepare Math Curriculum Framework Team for curriculum revision process.	11/01/2021 - 01/31/2022
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Design and deliver curriculum review and implementation meetings/sessions with program staff.	07/01/2023 - 10/01/2023
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned	Provide professional learning opportunities related to selected materials	07/01/2023 - 10/31/2023

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
	units	and resources to support instruction of curriculum.	
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective staff where needed most	CLIU Climate teams will implement action plans by providing appropriate communications, professional learning, or development of partnerships programs.	07/01/2023 - 03/30/2024

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Development Professional Learning	Curriculum Framework Team	Understanding Standards, Curriculum Framework Essentials, Curriculum vs Materials/Resources.

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Teams will use learning to improve curriculum development process.	11/01/2021 - 01/30/2022	Director of Curriculum & Instruction

Danielson Framework Component Met in this Plan:	This Step meets the Requirements of State Required Trainings:
1a: Demonstrating Knowledge of Content and Pedagogy 1c: Setting Instructional Outcomes 1d: Demonstrating Knowledge of Resources	

Professional Development Step	Audience	Topics of Prof. Dev
Curriculum Implementation	CLIU Educator Staff	Reading and understanding curriculum frameworks, identifying student competencies, leveraging the appropriate resources to deliver curriculum

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
Curriculum implementation in classrooms	07/01/2023 - 10/31/2023	SPS Facilitators

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4a: Reflecting on Teaching

1c: Setting Instructional Outcomes

1a: Demonstrating Knowledge of Content and Pedagogy

1d: Demonstrating Knowledge of Resources

1e: Designing Coherent Instruction

1a: Demonstrating Knowledge of Content and Pedagogy

4a: Reflecting on Teaching

1c: Setting Instructional Outcomes

1d: Demonstrating Knowledge of Resources

Professional Development Step

Audience

Topics of Prof. Dev

Climate Professional Learning

CLIU Staff

D.E.I., S.E.L., Other topics as determined by need and committee actions

Evidence of Learning

Anticipated Timeframe

Lead Person/Position

Reflections and surveys to demonstrate lessons learned.

08/01/2023 - 06/30/2024

TBD by need

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

4e: Growing and Developing Professionally

4f: Showing Professionalism

2b: Establishing a Culture for Learning

4d: Participating in a Professional Community



ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Convene a cross-departmental and program math curriculum framework team to guide this project.	2021-09-01 - 2021-11-30
By June 2024, 100% of CLIU programs will have updated and aligned math curriculum with consistent and current resources that best meet the needs of specific program continuum. (Math Curriculum)	Engage instructional teams in developing standards aligned units	Design and deliver curriculum review and implementation meetings/sessions with program staff.	2023-07-01 - 2023-10-01
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective	Employ CLIU Leadership team to develop workgroups in three strategic areas: Diversity/Equity/Inclusion, Positive Culture, Human	2022-01-01 - 2022-03-31

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective staff where needed most	Resource Development CLIU Climate teams will implement action plans by providing appropriate communications, professional learning, or development of partnerships programs.	2023-07-01 - 2024-03-30
By June 2024, the CLIU 21 will have implemented organizational climate initiatives related to career development, diversity/equity/inclusion, and positive climate resulting in greater staff satisfaction and outcomes determined by the year 2 analysis. (Organizational Climate)	Strategically manage personnel to provide most effective staff where needed most	CLIU Climate teams will report results of action plan implementation to full leadership team and across stakeholders.	2024-04-01 - 2024-06-30



COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Curriculum Development Communication	SPS Facilitators, C&I Team, Program staff	Need for math curriculum revision, timeline for project, expectations for project.
Anticipated Timeframe	Frequency	Delivery Method
10/01/2021 - 12/30/2021	As needed.	Email
Lead Person/Position		
Director of SPS		

Communication Step	Audience	Topics/Message of Communication
New curriculum implementation	Program staff	Update on new math curriculum, process to achieve, implementation steps, expectations
Anticipated Timeframe	Frequency	Delivery Method
07/01/2023 - 08/31/2023	As needed (Two messages minimum)	Email

Lead Person/Position

Director of SPS, Supervisors of SPS

Communication Step

Audience

Topics/Message of Communication

CLIU Climate Development

CLIU Leadership, CLIU Staff,
Other stakeholders

Purpose of climate committees, actions needed by staff and stakeholders, connection to CLIU mission, progress updates

Anticipated Timeframe

Frequency

Delivery Method

01/01/2022 - 06/30/2023

As needed

Email
Newsletter

Lead Person/Position

TBD

Communication Step

Audience

Topics/Message of Communication

Climate Implementation Steps

CLIU Staff, Stakeholders

Results of climate work, future steps

Anticipated Timeframe

Frequency

Delivery Method

03/01/2024 - 06/30/2024

Once per stakeholder group

Presentation

Lead Person/Position

TBD



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Plan Presentation	Plan development process, priorities, evidence based strategies, key actions	Presentation	Stakeholder committees	October 2021 - January 2022
Board and Leadership Presentation	Plan development, Needs Analysis, Priority Areas, Key Action Steps, Anticipated Outcomes	Presentation	Board, Leadership Team	October 2021 & January 2022
Plan posting	Contents of plan	Web post	All stakeholders	October 2021 - June 2024

