

Results-Based Staff Development Plan

Pope Elementary School, Fort Bragg, North Carolina

Intervention: All students will use the four-step problem solving model UPSL to increase problem solving in mathematics.

Staff Development Outcome

Measure of Effectiveness

Student Outcome

All teachers will teach and model UPSL (Understand, Plan, Solve, and Look Back) to improve math problem solving skills.	Data collection and feedback from teachers regarding students' improvement.	All students will improve their math problem solving skills.
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Level	Activity	Person Responsible	Evidence of Attainment	Resources	Timeline
Knowledge	Classroom teachers will participate in staff development to review and understand the UPSL model.	Classroom teachers	Attendance roster	Teacher/Facilitator for session and UPSL Problem solving Strategies (UPSLS Chart)	SY 2011-2012
Model/Demonstration	Teachers will collaborate to create lesson plans to model how UPSL is used within a lesson.	Classroom teachers	Attendance roster & lesson plans	Teacher Facilitator for session	SY 2011-2012
Low- risk Practice	Teachers will share how UPSL was used in various lessons and on various grade levels.	Classroom teachers	Lesson plans and examples of student work	Teachers' lesson plans & student work samples	SY 2011-2012
On the Job Practice	Classroom teachers will use UPSL daily across the curriculum.	Classroom teachers	Classroom observation, lesson plans, & student work samples	Lesson plans & activities for problem solving	SY 2011-2012
Follow Up	Classroom teachers will analyze students' ability to apply the UPLS process.	Classroom teachers	Assessment	Assessment and PD time to analyze students' work	SY 2011-2012
Long Term Maintenance	Provide training for new teachers and discuss strategies during grade level meeting and early release days.	Principal Classroom teachers	Documentation of training sessions and grade level minutes	Collaboration time	Ongoing