

# **Exhibit E**

Tucson Unified School District  
SY 2016-17 Desegregation Professional Development Assessment

**Special Master Recommendation:** The District should specify who will receive what professional development, in what amount and in what ways, and at what cost.

The District, through the following chart, specifies who (intended audience) will receive what professional development (topics) in what amount (# of hours), in what ways (delivery method), and at what cost (cost with formula). The term “No Additional Cost” (NAC) indicates where there are costs to develop, implement, and/or monitor the professional development, but there are no incremental costs (costs above and beyond District staff, materials, and supplies).

II. STUDENT ASSIGNMENT – No Additional Cost					
Plan # - Description	Intended Audience	Topics	Delivery Method	# of hours	Cost with formula
II.2 COMPREHENSIVE MAGNET PLAN (CMP) Provide training to magnet school and program administrators and certificated staff.	Magnet Coordinators, magnet site administrators, magnet classroom teachers	Strategies to specifically engage African American and Latino families, including the families of English language learner (“ELL”) students.	Face-to-face during contract hours and Early Release Wednesdays	20 hours	NAC
II.5 STUDENT ASSIGNMENT PD All staff (existing and newly-hired) involved in student assignment.	Site Administrators, certificated staff, office personnel (i.e. office managers, registrars, attendance clerks, health assistants, office assistants)	*To effectively communicate School Choice options to parents. *To ensure that applications are submitted for data entry at School and Community Services rapidly and with full accountability. *Understand the open enrollment process, and the expediency of submitting applications in on-time to the office of School and Community Services.	Online PD training with ongoing support as part of On-Boarding (Online content is reviewed annually and updated as needed)	1 hour of online PD training with ongoing support.	NAC
				<b>SECTION II - TOTAL</b>	<b>NAC</b>

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<b>IV. ADMIN/CERTIFICATED STAFF (RECRUITMENT/HIRING/ASSIGNMENT/RETENTION) – No Additional Cost</b>					
<b>Plan # - Description</b>	<b>Intended Audience</b>	<b>Topics</b>	<b>Delivery Method</b>	<b># of hours</b>	<b>Cost with formula</b>
IV.2 Outreach, Recruitment, Retention Plan Support for beginning teachers through mentoring and trainings.	Beginning Teachers (Teachers in the first 2 years of the profession)	See NTIP: New Teacher Induction Program	See NTIP: New Teacher Induction Program	See NTIP: New Teacher Induction Program	See NTIP: New Teacher Induction Program
Hiring Protocols and Workforce Diversity Training.	HR Personnel, Administrators, Certificated staff involved in the interview process	<ul style="list-style-type: none"> <li>• diversity,</li> <li>• the competitive hiring process,</li> <li>• the District's non-discrimination policies,</li> <li>• state and federal non-discrimination law (including EEOC guidelines),</li> <li>• the District's recruitment plan</li> <li>• use of the District's interview protocols.</li> </ul>	Online PD training with ongoing support as part of On-Boarding (Online content is reviewed annually and updated as needed)	1 hour of online PD training with ongoing support.	NAC
IV.3 Interview Committees, Instruments, & Applicant Pool Applitrack training.	Internal (HR) users External – Administrators and/or hiring officials	AppliTrack System	Face-to-face	2 hours with ongoing support from HR Administrators received the trainings during new admin induction. New office staff received training during annual STARS training.	NAC
				<b>SECTION IV (HR) - TOTAL</b>	<b>NAC</b>

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IV. ADMIN/CERTIFICATED STAFF (PROFESSIONAL DEVELOPMENT AND SUPPORT) - \$1,603,105					
Plan # - Description	Intended Audience	Topics	Delivery Method	# of hours	Cost with formula
IV. 9 USP-Related PD and Support See entire document as it is addressed in each section	See each individual activity	See each individual activity	See each individual activity	See each individual activity	True North Logic: PD Management system = \$125,000 PD payments for USP related PD: \$176,610 Subs for USP related PD \$30,000
IV.10 First-Year Teacher Pilot Plan	Frist year teachers new to the profession assigned to at-risk schools	In addition to the requirements listed in NTIP: <ul style="list-style-type: none"> <li>• Collaborate during weekly uninterrupted sessions with mentor. <b><u>Minimum expectation of 3-hours /week.</u></b></li> <li>• Complete "Class Profile" and <b><u>update quarterly</u></b></li> <li>• <b><u>Complete three</u></b>-cycles of "Analyzing Student Work"</li> <li>• <b><u>Complete two</u></b> video recording of a lesson and debrief with mentor</li> <li>• <b><u>Complete two classroom visitations of exemplar teachers:</u></b> <ul style="list-style-type: none"> <li>○ <b><u>One at the school</u></b></li> <li>○ <b><u>One at a school who is performing above the District average with similar demographics</u></b></li> </ul> </li> </ul>	Job-embedded 1-on-1, seminars, and PLCs (First-year teacher has been integrated into the New Teacher Induction Program)	90 hours	Classroom Observations at another school: 75 teachers x \$140/sub (including benefits) = \$10,500  Seminars: 75 teachers x \$100/seminar x 2 seminars x 1.19 benefits = \$17,850  GRAND TOTAL = \$28,350

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<p>IV. 11 Evaluation Instruments</p>	<p>Classroom teachers, site and central administrators</p>	<p>Teachers and Administrators:                  TUSD modified Danielson Framework for Teaching, Appendix J (Student Engagement) and Appendix K (Characteristics of Culturally Responsive Learning) from the Curriculum Audit.</p> <p>Site and Central Administrators:                  Revised TUSD Principal Evaluation based on the 2015 ISLLC Standards, Appendix J (Student Engagement) and Appendix K (Characteristics of Culturally Responsive Learning) from the Curriculum Audit.</p> <p>Teachscape Training On-going with online PD and training modules</p>	<p>Online presentation and Face-to-face</p>	<p>Teachers:                  Continuing Teachers – one hour online presentation and on-going via site administrators w/on-going support                  New to the district teacher – 4 hours during Induction, one hour online, and on-going via site administrators and assigned teacher mentor</p> <p>Principal: 12 hours w/on-going support</p> <p>Teacher Evaluators are required to pass the Danielson Assessment within Teachscape in order to evaluate. They must recertify every three years.                  There is over 50 hours of online content to prepare for the Danielson Assessment.</p>	<p>My Learning Plan: Evaluation Management System = \$250,000</p>
<p>IV.12 New Teacher Induction Program / Teacher Mentors                  Ongoing: Provide PD for Teacher Mentors</p>	<p>Teacher Mentors (Magnet Coordinators, Curriculum Service Providers, Professional Development Academic Trainers, and Culturally Responsive Itinerant Teachers are included in the PLS Series year 1 and year 2)</p>	<ul style="list-style-type: none"> <li>• Professional Learning Series Year 1 (refresher for some and for new Teacher Mentors)                         <ul style="list-style-type: none"> <li>○ Instructional Mentoring</li> <li>○ Observing and Conferencing</li> <li>○ Using Data to Inform Instruction</li> </ul> </li> </ul>	<p>Face-to-face</p>	<p>Professional Learning Series                  Year 1 = 56 hours                  Professional Learning Series                  Year 2 = 56 hours</p>	<p>\$55,900 Partnership Agreement with New Teacher Center (NTC)</p>

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		<ul style="list-style-type: none"> <li>○ Designing Effective Instruction</li> <li>● Professional Learning Series Year 2 (Teacher Mentors who completed Year 1 in 13-14)</li> <li>○ Creating Conditions for Equitable Instruction</li> <li>○ Advancing Instruction to Support Language Development</li> <li>○ Differentiated Instruction to Support Diverse Learners</li> <li>○ Mentoring as Leadership</li> <li>● On-going PLC via Early Release Wednesdays</li> </ul>			
Ongoing: Provide PD for new teachers	Beginning Teachers: teachers in the first two years of the profession	<ul style="list-style-type: none"> <li>● Coaching/Mentoring Collaboration Observation Cycle</li> <li>● <i>Nuts and Bolts of Managing Classroom Procedures (seminar)</i></li> <li>● <i>Classroom Management (seminar)</i></li> <li>● Instructional CORE: Danielson infused Essential Elements of Instruction 4-days</li> </ul>	Face-to-face	90 hours	<p>EI:                      300 subs x \$120/sub (including benefits) x 3 days                      EEI = \$108,000</p> <p>EI:                      100 subs x \$120/sub (including benefits) x 4 days                      EEI = \$48,000</p> <p>Required Seminars:                      300 teachers x \$100 seminar x 2 seminars x 1.19 benefits = \$71,400</p>

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		<ul style="list-style-type: none"> <li>• Danielson Framework for Teaching – TUSD Teacher Evaluation</li> <li>• Student Achievement Focused Professional Development via site-based PLCs</li> </ul>			<p>Facilitation of Required Seminars:                  2 seminars/quarter x 4 qtrs. X                  2 facilitators/seminar x                  \$200/facilitator x 1.19                  benefits = \$3,808</p> <p>Off-contract PD:                  Up to \$500/teacher, not                  including 2 required seminars                  = 300 teachers x \$500 x 1.19                  benefits = \$178,500</p> <p>Facilitation of off-contract PD:                  Up to \$750/mentor, not                  including the 2 required                  seminars = 17 mentors x \$750                  x 1.19 benefits = \$15,172</p> <p>Total = \$295,533</p>
IV.13 Teacher Support Plan (aka Underperforming and Struggling Teacher Plan) Teacher Support Plan Training.	<ul style="list-style-type: none"> <li>• Underperforming Teachers</li> <li>• Struggling Teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher Support Plan</li> <li>• What is Targeted PD?</li> <li>• Flow chart for Targeted Support Plans</li> <li>• Flow Chart for Plan for Improvement</li> </ul>	Varies	Varies	NAC

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<p>IV.14 Prospective Administrative Leaders Plan (aka Aspiring Leaders Plan)                  Leadership Prep Academy</p>	<p>LPA - Prospective Leaders                   LPA - Newly Appointed Principals</p>	<p>ISLLC Standards                   Instructional Leadership</p>	<p>Face-to-face</p>	<p>25 hours class time                  40 hours out of class time                  65 hours total                   25 hours of class time                  25 hours of out of class time                  50 total hours</p>	<p>25 ppl x \$45 each for materials/books = \$990                   25 ppl x \$55 each for materials/books = \$1375</p>
<p>Partnership with University of Arizona for Master's in Educational Leadership Cohort</p>	<p>Prospective Leaders                  Up to 15 participants</p>		<p>Face-to-face</p>	<p>2-year Master's program                  36 Graduate Credit Hours                  Cohort II</p>	<p>14 ppl x \$7500 = tuition                  \$105,000</p>
<p>IV.15 Professional Learning Community (PLC) Training</p>	<ul style="list-style-type: none"> <li>• Central &amp; Site Administrators</li> <li>• Certificated personnel (i.e. Teachers, Counselors, Teacher Mentors, Curriculum Service Providers...)</li> <li>• MTSS Facilitators</li> </ul>	<ul style="list-style-type: none"> <li>• Build regular structured time into teachers' schedules to co-plan and collaborate, observe each other's classrooms and teaching methods, and provide constructive feedback so that best practices for student success can be shared;</li> <li>• Develop within and across-school networks to encourage teachers with experience and success in using culturally responsive pedagogy to engage students to</li> </ul>	<p>Face-to-face</p>	<p>PLC Academy                  6 days / 6 hours for a total of 36 hours                  On-going support via ILA</p>	<p>PLC Coaching Academy                  Three PLC Academies for 240 people.                  Session #1 – SLT, ILT and select members of BLT                  Session #2 – Half the principals and one teachers                  Session #3 – Half the principals and one teacher                  \$405,000</p>



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		mentor and coach their peer teachers; <ul style="list-style-type: none"> <li>Engage in collaborative problem solving based on analyses of student performance</li> <li>Encourage and provide space, resources, and support for constructive student-teacher, teacher-teacher, and teacher-family interactions.</li> </ul>			
IV.16 USP Training Plan	All Administrators Certificated Personnel	High level overview of: <ul style="list-style-type: none"> <li>History of the Lawsuit</li> <li>Unitary Status goals for all nine USP areas</li> </ul>	Online PD training with ongoing support as part of On-Boarding (Online content is reviewed annually and updated as needed)	1-hour	NAC
IV.17 Ongoing PD Hiring Process	See IV.2 Outreach, Recruitment, Retention Plan				
IV.18 Observation of Best Practices Professional development	Identified schools implementing PBIS effectively PBIS Trainer of Trainers	Culture and Climate, effective Positive Behavior Interventions and Support	Face-to-face	Monthly Discipline Reports	See PBIS section
				<b>SECTION IV (PD)- TOTAL</b>	<b>\$1,603,105</b>

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V. QUALITY OF EDUCATION (ALEs AND PLACEMENT) - \$394,804					
Plan # - Description	Intended Audience	Topics	Delivery Method	# of hours	Cost with formula
V.1 ALE Access and Recruitment Plan Providing professional development to administrators and certificated staff.	Administrators, Certificated Staff and LSCs	How to identify perspective students? How to contact parents? How to encourage African American, Latino, and ELL students to enroll in ALEs?	10500Face-to-face	2 hours (30 minutes/quarter) On-going annually	NAC --Admins receive PD via ILA --Cert Staff (Teachers) receive PD via Early Release Weds --Certificated Staff (Counselors) receive PD via monthly counselor meetings
Provide professional development to train all Advanced Academic Courses (AAC) teachers and includes College Board AP training every three year.	All Advanced Academic Course Teachers (50 teachers)	Varies depending on the College Board strand chosen of appropriate curricula	Face-to-face During the contract day Subs required	24 hours Each teacher will attend a minimum of 2 College Board 2-day workshops	\$3500/session 1 session/quarter 3500 x 4 = \$14,000  50 teachers/session 50 substitutes x 2 days /session \$140/sub (includes benefits) 50 x 140 x 2 x 4 =\$56,000  <b>TOTAL = \$70,000</b>
Provide PD to support ALE, Honors, and Gifted teachers via the Desert Summer Institute	Advance Learning Experiences Teachers (200 teachers)	Participants will attend the strand that supports their content area.	Face-to-face During the summer Off contract	30 hours	200 teachers \$700 registration fee 200 x 700 = \$140,000
Provide professional development for Gifted and Talented Education (GATE) itinerant teachers throughout the year	GATE itinerant teachers & Tully PD Support	Critical and creative thinking and problem-solving classroom strategies  Cultural responsive strategies	Face-to-face	Up to 20 hours per GATE teacher	NAC Receive PD through Early Release Wednesdays  Tully – three GATE resource teachers to support full GATE inclusion school 54,620 (w/benefits) x 3 = \$163,860

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Provide professional development on between GATE programs.	Administrators and Certificated Staff	Vertical Articulation (5 <sup>th</sup> -6 <sup>th</sup> grade) (8 <sup>th</sup> to 9 <sup>th</sup> grade)	Face-to-face	GATE Teachers 2 hours Administrators 2 hours	NA --GATE via Early Release Weds --Administrators via ILAs
Provide professional development to inform teachers.	Teachers of Advanced Academic Courses	Issues of equity and cultural proficiency and value of AACs for all students; open access practice for all AAC students	Face-to-face		
Provide professional development to inform teachers of AP Potential tool and how to use it effectively.	Teachers of Advanced Academic Courses (200 teachers Counselors and LSCs)	AP Potential Tool and how to use it	Webinar	1 hour	NAC Done via College Board Webinar
V.2 UHS Admissions/Outreach/Recruitment The District shall encourage school personnel, including counselors and (Pre-AP) teachers, through professional development, recognition, evaluation and other initiatives, to identify, recruit and encourage African American and Latino students, including ELL students, to apply. [USP Section V(A)(5)(a-d)].	School personnel, including Counselors, and Pre-AP teachers	Identification and Recruitment of African American, Latino and ELL students to apply for admissions to University High School	Face-to-face	1 hour	NAC --School Personnel receive PD via Early Release Wednesdays --Counselors receive PD via monthly counselor meetings

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Counselor Training	Counselors	University High School admissions process, testing and follow-up	Face-to-face	1 hour	NAC --Counselors receive PD via a monthly counselor meetings
District Pre-AP teachers and MS teachers will train on True North Logic.	District Pre-AP teachers	AP Potential Tool and how to use it	Webinar	1 hour	NAC Done via College Board Webinar
V.4 Build/Expand Dual Language Programs Provide program information to school sites and expand DL	Identified staff & Bloom Elementary	To expand community outreach to inform of TWDL (Two-Way Dual Language) program opportunity (brochures and website link).	Face-to-face	30 minutes	NAC
Professional development for teachers.	Bilingual-Endorsed Certified Teachers (40 teachers)	On-going PD	Face-to-face Off-contract time	4 hours per quarter (16 hours total)	Two 2-hour sessions/quarter Total of 8 sessions 40 teachers @ \$50/session $40 \times 50 \times 8 \times 1.19 = \$19,040$  2 facilitators/session @ \$100/session $2 \times 100 \times 8 \times 1.19 = \$1,904$  BIL GRAND TOTAL = \$20,944
V.5 Placement Policies and Practices Additional training options for staff (per the evaluation of data). Funding for additional training fits within current budget.	Exceptional Education Staff and other Identified Staff	On-going	Face-to-face	As defined by the evaluation of the data	NAC
				<b>SECTION V (ALE)- TOTAL</b>	<b>\$394,804</b>

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<b>V. QUALITY OF EDUCATION (STUDENT SUPPORT AND ENGAGEMENT) - \$1,371,927</b>					
<b>Plan # - Description</b>	<b>Intended Audience</b>	<b>Topics</b>	<b>Delivery Method</b>	<b># of hours</b>	<b>Cost with formula</b>
V.6 DROPOUT PREVENTION AND GRADUATION (DPG) PLAN		Present details of the new tool.	Face-to-face	6 hours	NAC
MTSS Training	Site administrators, classroom teachers, MTSS Facilitators, Counselors, Student Success Specialist,	MTSS process Tier I instruction and Interventions Tier II interventions Tier III Interventions How to move from one tier to the next (either direction)? Data gathering and analysis.	Face-to-face	On-going Running thread through PD for site administrators via ILA  Monthly meeting for MTSS Facilitators and Student Success Specialists	9 meetings x 50 subs x \$100/day x 1.19 benefits = \$53,550
Meaningful Access training	Site Administrators and site office personnel		online	1 hour/ Fall 1 hour/ Spring	NAC
Training	Site Administrators, Classroom Teachers	Differentiated Instruction for diverse populations to include Cultural Competency Indicators.	Face-to-face	On-going	NAC
Training	Student Success Specialists, Registrar Attendance	Attendance accounting and ADE procedures and policies	Face-to-face	Monthly Equity meetings, 1-on-1 support	NAC
Professional Development opportunities in academic support	MTSS Facilitator, Dropout Prevention Specialists, and Student Success Specialists	Support for at-risks students in reading and math	Face-to-face	Monthly Equity Studies Meetings & Monthly MTSS meetings	NAC
V.7 Flags and Policies	Administrators, certificated and classified staff (MTSS Facilitators, Student	<ul style="list-style-type: none"> <li>Early Warning system to identify students who may benefit from intervention for</li> </ul>	Online and Face-to-face	Navigation of Early Warning System will be online webinar for teachers	Clarity (Early Warning System) by Bright Bytes \$154,000 annual fee

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	Success Specialists, Drop Out Prevention)	academics, behavior, attendance, grades, credits, assessment data...		Face to face for site administrators  Referral process 4 hours face to face	2600 teachers x 4 hrs x \$25/hr x 1.19 Benefits = \$309,400
V.8 CRC and Student Engagement PD	Central and Site Administrators; Classroom Teachers; Certified Support Personnel; MTSS Facilitators	<ul style="list-style-type: none"> <li>• student engagement</li> <li>• creating a supportive and inclusive learning environment that benefits all learners, especially African American and Latino students,</li> <li>• emphasizing curriculum, pedagogy, and learner-based approaches that tap into students' cultural assets, backgrounds, and strengths.</li> </ul>	Face-to-face	On-going integrated within the 5 initiatives for 2016-17 (Curriculum 3.0, PLCs, PBIS, Common Formative Assessments: CFAs, and Instructional Supervision.	NAC
Consultant	Central and Site Administrators; Classroom Teachers; Certified Support Personnel; MTSS Facilitators	Work with CRPI Dir to develop comprehensive CRPI PD plan and implement	Face-to-face	On-going	\$86,000
V.9 Implement a Multicultural Curriculum [V.27]	Classroom Teachers	<ul style="list-style-type: none"> <li>• Multiculturalism as both an ideology and a practice</li> <li>• creating a positive and inclusive climate in classes and schools that</li> </ul>	Face-to-face Study Groups Webinars	Summer PD	Summer 2017 PD 8 sessions x 2 days/session x 35 participants/session x \$150/day x 1.19 benefits = \$99,960  MC Book Study

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		builds respect and understanding among all students <ul style="list-style-type: none"> <li>• promotes a sense of civic responsibility among all students.</li> </ul>			ES 2 groups x 6 sessions/group x 2 hrs/session x 35 participants x \$25/hr x 1.19 benefits = \$49,980  MC Book Study Sec 2 groups x 6 sessions/group x 2 hrs/session x 35 participants x \$25/hr x 1.19 benefits = \$49,980
V.10 Culturally Relevant Courses (CRCs) Professional development	CRC teachers	<ul style="list-style-type: none"> <li>• CRC Framework</li> <li>• Culturally responsive pedagogy and instruction</li> <li>• Unit and lesson plan development</li> </ul>	Face-to-face	Weekly PD Lesson Development 72 hours  Saturday PD 48 hours  Summer PD CRC Framework 18 hours	Weekly 80 CRC Teachers x 2hour x 36 weeks x \$25/hr x 1.19 benefits (\$29.75) = \$171,360  Saturday Tier I 56 CRC Teachers x 8 days x \$119/day = \$53,312  Framework Tier II 25 CRC Teachers x 16hours x \$25/hr x 1.19 benefits (\$29.75) = \$11,900  CRC GRAND TOTAL = \$236,572
V.11 Academic Interventions and Supports for Struggling or Disengaged Students	Academic Tutors	Support for at-risks students in reading and math or are disengaged	Face-to-face	24 hours per tutor	50 tutors x 24 hours x \$25/hr x 1.19 benefits = \$35,700

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V.12 QUARTERLY INFORMATION EVENTS Train Facilitators	Site Community Representatives	<ul style="list-style-type: none"> <li>• Data</li> <li>• Instructional support strategies</li> <li>• Family engagement strategies</li> <li>• Understanding curricular resources</li> </ul>	Face-to-face	Facilitate 2 hour quarterly events	2 facilitators x 2 hours x 4 events x \$15/hour (average hourly rate of Comm. Rep. x 1.19 benefits x 25 sites = \$1,785
V.14 AAAATF RECOMMENDATIONS African American Parent Conference	Community Members, Parents, school personnel	2 <sup>nd</sup> Annual AA Parent Conference Continuation of AA Parent Conference August 2015	Face-to-face	4 hours	\$30,000
Consultants to assist with implementation of recommendations	Varied	Varied	Face-to-face & consultation	Varied	\$250,000
Impact Tucson Discipline Conference	Parents, Students, Community, School Personnel	<ul style="list-style-type: none"> <li>• Bullying</li> <li>• Restorative Practices</li> <li>• Community Outreach</li> </ul>	Face-to-face	6 hours	\$15,000
V.16 Supportive And Inclusive Environments	Site Administrators, Classroom Teachers, Paraprofessionals	Intercultural Proficiency training.	Face-to-face	On-going	NAC
				<b>SECTION V (STUDENT SUPPORT) - TOTAL</b>	<b>\$1,371,927</b>



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<b>VI. DISCIPLINE – \$242,766</b>					
<b>Plan # - Description</b>	<b>Intended Audience</b>	<b>Topics</b>	<b>Delivery Method</b>	<b># of hours</b>	<b>Cost with formula</b>
VI.1 RESTORATIVE PRACTICES AND PBIS PBIS Training	MTSS Facilitators, Site Administrators, Classroom Teachers, School Safety officers and SROs	5-day Train of Trainers  4-day PBIS Academy w/Coaching  1-day for School Safety/SROs	Face-to-face 1-on-1	5-day = 40 hours  4-day = 24 hours  1-day = 7 hours	\$92,766
PBIS Training	Central and Site Administrators	PBIS	Face-to-face via ILAs	12 hours	NAC
MTSS handbook and implementation training.	MTSS Facilitators, Site Administrators, Classroom Teachers, Counselors, Student Support Specialist	<ul style="list-style-type: none"> <li>• MTSS Handbook</li> <li>• MTSS Implementation process</li> <li>• Roles and Responsibilities</li> <li>• Tier 1 Instruction and Interventions</li> </ul>	Face-to-face	On-going	NAC
Training	Central and Site Administrators, Classroom Teachers, MTSS Facilitators, Counselors, Student Support Specialist Parents and Students	GSRR	Face-to-face	Central and Site Administrators – 8 hours  Classroom Teachers – on- going  MTSS Facilitators, Counselors, Student Support Specialist – on-going via monthly PD/Meetings	NAC

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				Parents – 4 hours (2 hours both fall & spring)  Students – 2 hours and on-going (1 hour both fall & spring and continually throughout the school year)	
Restorative Practices Training	Central and Site Administrators	Restorative Conferences Restorative Circles Class Meetings	Face-to-face	RFP is currently out	\$150,000
VI.2 (GSRR) AND DUE PROCESS REVISIONS deliver an informational program	Student Equity Directors, MTSS Facilitators, Site Administrators	To assist students and parents in understanding their roles and responsibilities under PBIS, Restorative Practices and the GSRR.	Face-to-face	Parents – 4 hours (2 hours both fall & spring)  Students – 2 hours and on-going (1 hour both fall & spring and continually throughout the school year)	NAC
VI.3 STUDENT DISCIPLINE TRAINING	MTSS Facilitators, Site Administrators, Classroom Teachers, Counselors, Paraprofessionals, Student Support Specialist	Restorative Practices and PBIS training	Train the trainer model Face-to-face 1-on-1	Others – on-going via job-embedded 1-on-1 training via the LSC	NAC
Training	MTSS Facilitators, Site Administrators, Classroom Teachers, Counselors, Paraprofessionals, Student Support Specialist	PBIS	See above	See above	NAC

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Training	Site Administrators, Classroom Teachers, Counselors, Paraprofessionals, Student Support Specialist, MTSS Facilitators	Restorative Practices	See above	See above	NAC
VI.4 Communicate Discipline Roles and Responsibilities	School Staff	GSRR Training	Face-to-face	On-going	NAC
GSRR Training	Administrators, Classroom Teachers	including their roles and responsibilities in providing positive behavior approaches inside and outside the classroom	Face-to-face Online Module	On-going 1 hour	NAC
Code of Conduct	Central and Site Administrators, Classroom Teachers, School Safety, Student Support Specialists	<ul style="list-style-type: none"> <li>• Understanding Code of Conduct</li> <li>• Strengthening PBIS and RP as part of the proposed Code of Conduct</li> </ul>	Face-to-face	on-going via ILAs and Early Release Wednesdays	NAC
VI.7 Successful Site-Based Strategies Training	Site Administrators	<ul style="list-style-type: none"> <li>• Effective site strategies shared by admins</li> <li>• PBIS</li> <li>• Restorative Practices</li> <li>• Common Formative Assessments</li> <li>• Instructional Supervision</li> <li>• PLCs</li> </ul>	Face-to-face	On-going via ILA Cadres (PLCs)	NAC
				<b>SECTION VI - TOTAL</b>	<b>\$242,766</b>

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<b>VII. FAMILY/COMMUNITY ENGAGEMENT - \$14,994</b>					
<b>Plan # - Description</b>	<b>Intended Audience</b>	<b>Topics</b>	<b>Delivery Method</b>	<b># of hours</b>	<b>Cost with formula</b>
VII.2 Family Engagement Resources Training for parents	Parents	curricular focus specific strategies and materials/tools to support math/reading at home	Face-to-face	4 hours (2 hours both fall & spring)	2 certified facilitators x \$25/hour x 2 hours/session x 2 hours prep/session x 2 sessions x 1.19 benefits x 63 (ES & K8) sites = \$14,994
VII.4 TRANSLATION AND INTERPRETATION SERVICES	Central and Site Administrators, Classroom Teachers, Office personnel	Translation and interpretation services	Online module	1 hour	NAC
				<b>SECTION VII - TOTAL</b>	<b>\$14,994</b>

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<b>VIII. EXTRACURRICULAR ACTIVITIES – No Additional Cost</b>					
<b>Plan # - Description</b>	<b>Intended Audience</b>	<b>Topics</b>	<b>Delivery Method</b>	<b># of hours</b>	<b>Cost with formula</b>
VIII.1 EXTRACURRICULAR EQUITABLE ACCESS PLAN Training	Front office and support staff Training.	new database new reporting modules	Online module	1 hour	NAC
VIII.2 DATA REPORTING– EXTRACURRICULAR	Front office and support staff Training.		Online module Face-to-face	1 hour	NAC
				<b>SECTION VIII - TOTAL</b>	<b>NAC</b>

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IX. FACILITIES AND TECHNOLOGY - \$666,075					
IX.3 TECHNOLOGY PD FOR CLASSROOM STAFF Training	Classroom Teachers	use of computers, interactive white boards and educational software	Face-to-face 1-on-1	Trainer of Trainer Model 20 hours  Classroom Teachers On-going  Summer PD	Teacher Technology Liaison (TTL) Trainer of Trainer model 155 TTL x \$2500 stipend x 1.19 benefits = \$461,125  On-going = NAC  Summer PD 20 sessions x 35 teachers/session x \$150/day x 1.19 benefits = \$124,950
New Tech Network: Technology Integration via Project-based Learning	Booth-Fickett K8 Magnet & Palo Verde Magnet High School	Planning year to become a member of New Tech Network	Face-to-face Online	45 hours	\$80,000
				<b>SECTION IX - TOTAL</b>	<b>\$666,075</b>

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<b>X. ACCOUNTABILITY/TRANSPARENCY – No Additional Cost</b>					
<b>X.2 EBAS TRAINING AND EVALUATION</b>	administrators, certificated staff, and where appropriate, paraprofessionals,	EBAS Training	Face-to-face	On-going	NAC
	Central and Site Administrators, Certified Staff (Teachers, Counselors Psychologists), Classified Staff (Office Managers, Attendance Clerks, Registrars), MTSS Facilitators	SIS Training.	Face-to-face	Varies by Job code and Department during contract time	NAC
	Central and Site Administrators, MTSS Facilitators,	Data Dashboard Training.	Face-to-face	On-going	NAC
	Clarity (Early Warning System) by Bright Bytes	See Flags and Policies above			See Flags and Policies Above
				<b>SECTION X - TOTAL</b>	<b>NAC</b>

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Section Totals and GRAND TOTAL - \$3,869,541				
			<b>Section II – Total</b>	NAC
			<b>Section IV Recruitment – Total</b>	NAC
			<b>Section IV PD - Total</b>	<b>\$1,603,105</b>
			<b>Section V – ALE Total</b>	<b>\$394,804</b>
			<b>Section V – Support &amp; Engagement Total</b>	<b>\$1,371,927</b>
			<b>Section VI – Total</b>	<b>\$242,766</b>
			<b>Section VII – Total</b>	<b>\$14,994</b>
			<b>Section VIII – Total</b>	NAC
			<b>Section IX – Total</b>	<b>\$666,075</b>
			<b>Section X - Total</b>	NAC
			<b>GRAND TOTAL</b>	<b>\$4,293,671</b>