



2022–23 Annual Report for the SoWashCo ATPPS Program

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JUNE 1, 2023

The SoWashCo ATPPS Program



The Alternative Teacher Professional Pay System (ATPPS) is a school improvement program primarily funded through a grant from MDE. This is our district's 16th year of participation.

The SoWashCo ATPPS Program is focused on five basic elements:

- Locally-designed professional development
- Student achievement goals
- Career advancement opportunities for teachers
- Formative peer observations
- Instructional coaching and mentoring

Professional Development

ATPPS PD Opportunities

- ATPPS Professional Development Days: Time in August and June focused on developing student-achievement goals and PLC work
- ATPPS Flex Day: Self-directed professional development plans designed by staff to support their individual development

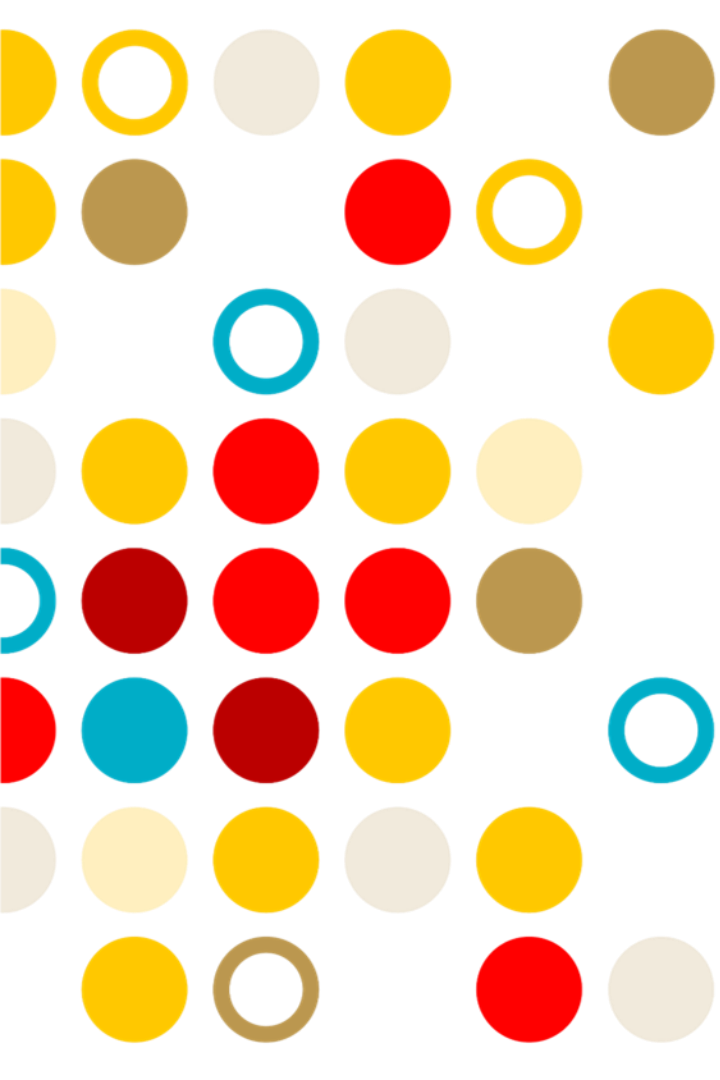
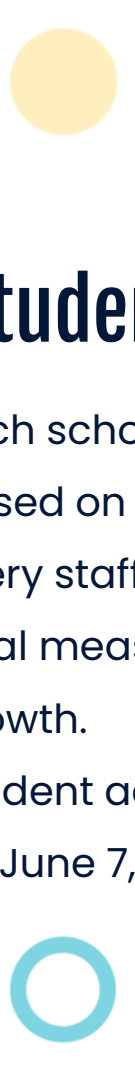
Professional Development

Through our Flex Day opportunity, teachers across the district were provided the opportunity to participate in:

- Professional development supporting AVID
- A fourth day of New Teacher Academy
- CLRT binder studies
- Professional book studies
- Cross-district PLCs
- Cultural awareness activities
- Various curriculum-development opportunities



Student Achievement Goals


- Each school site set a student achievement goal based on a standardized assessment
 - Every staff member created a student achievement goal measuring academic or social/emotional growth.
 - Student achievement goal results will be reported by June 7, 2023
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"I've never scored a goal in my life where I didn't get a pass from someone else"

– Abby Wambach USWNT

Career Advancement Opportunities

Teachers throughout the district have access to a variety of career advancement opportunities. These include the following:

- Instructional mentor
 - Instructional coach
 - Equity teacher leader
 - ATPPS coordinator
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Teacher Leader Graduates

This past school year, four former ATPPS teacher leaders served the district in leadership roles.

- Tom Ross- Elementary Literacy Coach
- James Magee- Director of Diversity, Equity and Inclusion
- Laura Larsen- TLS Supervisor
- Ian Bronson- TLS Supervisor

Peer Coaching

Peer Observations

- Every teacher in the district participated in three peer observations during the 2022-23 school year.
 - First-year probationary staff had their observations completed by a peer mentor.
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Peer Coaching Process

More than 1,000 staff members served in the role of peer coach during the 2022-23 school year.

Coaches provided staff with valuable formative feedback supporting their efforts to improve their instructional practices.



New Teacher Induction

Our **Teacher Induction** program will continue to develop with ATPPS support. All probationary staff will attend the four-day New Teacher Academy and engage in an instructional coaching cycle during their probationary period.



Instructional Mentors

- 143 new teachers were supported by an instructional mentor during 2022-23
- In the process of reviewing our current Mentor program and developing plans for revised training for mentors in 2023-24

Instructional Coaches

Additional Instructional coaches have been hired to support staff at all levels. Instructional Coaches have participated in extensive training over the last two years and have become a vital element of our professional development model



Questions?