

2019 Annual Implementation Plan

for improving student outcomes

Montmorency Primary School (4112)



Submitted for review by Janene Worsam (School Principal) on 13 February, 2019 at 12:30 PM
Endorsed by Clare Read (Senior Education Improvement Leader) on 13 February, 2019 at 01:47 PM
Endorsed by Paul Leahy (School Council President) on 05 March, 2019 at 09:49 AM

Self-evaluation Summary - 2019

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.	Self-evaluation Level
Excellence in teaching and learning	Building practice excellence	Embedding moving towards Excelling
	Curriculum planning and assessment	Embedding
	Evidence-based high-impact teaching strategies	Embedding
	Evaluating impact on learning	Embedding
Professional leadership	Building leadership teams	Evolving moving towards Embedding
	Instructional and shared leadership	Evolving moving towards Embedding
	Strategic resource management	Embedding
	Vision, values and culture	Embedding

Positive climate for learning	Empowering students and building school pride	Embedding
	Setting expectations and promoting inclusion	Embedding moving towards Excelling
	Health and wellbeing	Embedding moving towards Excelling
	Intellectual engagement and self-awareness	Embedding

Community engagement in learning	Building communities	Embedding
	Global citizenship	Evolving moving towards Embedding
	Networks with schools, services and agencies	Evolving moving towards Embedding
	Parents and carers as partners	Embedding

Enter your reflective comments	2018 was a year of many challenges with a change in leadership, however, staff were committed to improving their teaching practice throughout the whole year. The employment of both a Learning Specialist and Leading Teacher enabled the building teacher capacity through shared professional development.
Considerations for 2019	As we are undergoing a Review in 2019, we will spend some time in Term 1 reflecting on the previous Strategic Plan period. We are committed to continue to improve the data literacy level of teaching staff and to use this knowledge to improve teaching practices, particularly in the areas of Literacy and Numeracy. This version of the 2019 AIP has been developed for Terms 1 and 2 only, due to the review. Extensive evidence and analysis related to the FISO Improvement Model will be documented in the PRSE.
Documents that support this plan	

SSP Goals Targets and KIS

<p>Goal 1</p>	<p>To improve student outcomes in English and Mathematics across all levels of the school.</p>
<p>Target 1.1</p>	<p>NAPLAN</p> <p>Increase the percentage of Year 3 and Year 5 students performing in the top two NAPLAN bands in reading, writing and numeracy by 2017.</p> <p>At least 20% of students achieving a learning growth of more than one year above their previous baseline standard in AUSVELS English and Mathematics</p> <p>At least 20% of students assessed at 12 months or more ahead of the expected AUSVELS level in English and Mathematics.</p> <p>To aim for Year 3 school means to be at or above Band 5 for Spelling, Grammar and Punctuation, Numeracy and Reading throughout the Strategic Plan period.</p> <p>To aim for Year 5 school means to be at or above Band 7 for Spelling, Grammar and Punctuation, Numeracy and Reading throughout the Strategic Plan period.</p> <p>Increase the Naplan relative growth in the areas of Spelling, Grammar and Punctuation and Reading from Grades 3 to 5 aiming for 50% students to achieve a learning growth of more than one year above their previous baseline standard in AUSVELS</p> <p>Increase the Staff Opinion Survey Scores for “Guaranteed and Viable Curriculum” and “Collective focus on Student Learning” and maintain a minimum score of 500 (McRel) ,or equivalent to state means, in each year of the Strategic Plan period.</p> <p>Teacher Judgments-</p>

	<p>All teachers assign accurate AUSVELS levels based on multiple sources of assessment</p> <p>Aim for 30% of students to be assessed at A or B in Reading and Viewing, Writing, Speaking and Listening, Number and Algebra, Measurement and Geometry and Statistics and Probability in each year of the Strategic Plan period.</p>
<p>Key Improvement Strategy 1.a Evidence-based high-impact teaching strategies</p>	<p>Continue to build the capacity of all leaders and teachers through Professional Learning, in implementing School wide approach to curriculum planning and hence effective teaching and assessment of Literacy, Numeracy and ICT.</p>
<p>Key Improvement Strategy 1.b Evidence-based high-impact teaching strategies</p>	<p>Build capacity of teacher moderation through team planning meetings and exercises as part of our Professional Development structure (Literacy).</p>
<p>Goal 2</p>	<p>To deepen student engagement, collaboration and motivation within a connected learning community.</p>
<p>Target 2.1</p>	<p>To maintain the school Parent Opinion Survey Mean for ‘Stimulating Learning’ at or above the 6.5 level By the end of the Strategic Plan period scores for Student Engagement will be at or above the 6.5 level To increase the score for ‘Classroom Behaviour’ to be at or above the 70th percentile - reported against all schools with Year 5-6 data on the Attitudes to School (Student) Survey.</p> <p>Learning confidence and student motivation on the student survey to be at or above the 4.50 mean.</p> <p>School connectedness and connectedness to peers on the student survey to be at or above the 4.50 mean.</p> <p>90% of students to be at or above the expected AusVELS level in Personal Learning and Interpersonal Development.</p>

<p>Key Improvement Strategy 2.a Empowering students and building school pride</p>	<p>Continue to build student voice and agency across the School.</p> <p>Implementing new Inquiry model across the school to develop Personal Learning and Interpersonal skills. Embedding Student Action Teams through the Respectful Relationships curriculum and engaging in the Resilience Project.</p>
<p>Goal 3</p>	<p>To achieve positive outcomes for students within a supportive school community.</p>
<p>Target 3.1</p>	<p>Increase the Staff Opinion Survey Scores for “Teacher Collaboration” and “Staff Trust in Colleagues” and maintain a minimum score of 500 (McRel) ,or equivalent to state means, in each year of the Strategic Plan period.</p> <p>Wellbeing data – student morale and student distress- on the student opinion survey to be at or above the 6:00 mean.</p> <p>Student safety on the student survey to be at or above the 4.50 mean.</p> <p>School average number of absence days per FTE student for each cohort to be below the state average. Annually reduce the incidence of late attendance as recorded on CASES</p> <p>By 2018 all average yearly attendance rates by year level will be at or above 95%</p>
<p>Key Improvement Strategy 3.a Parents and carers as partners</p>	<p>Continue to implement a whole school approach to managing absences, late arrivals and early departures.</p>
<p>Goal 4</p>	<p>To align the allocation of resources (human, financial, time, space and materials) to maximise student learning and wellbeing outcomes for students.</p>
<p>Target 4.1</p>	<p>Sophisticated ICT hardware and improved infrastructure has been installed across the school to support high quality instructional practice and improved student engagement and wellbeing.</p>

	<p>School Budget in surplus in each year of the Strategic Plan period.</p> <p>The Professional Learning budget maintained to support high quality instructional practice</p> <p>The Literacy budget allocation has sustained the purchase of quality reading and support material</p>
<p>Key Improvement Strategy 4.a Strategic resource management</p>	<p>Build teacher capability to utilise data and a range of assessment strategies to teach to a student's point of learning. Implement evidence-based, high impact teaching and learning strategies across the school.</p>

Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target
<p>To improve student outcomes in English and Mathematics across all levels of the school.</p>	<p>Yes</p>	<p>NAPLAN</p> <p>Increase the percentage of Year 3 and Year 5 students performing in the top two NAPLAN bands in reading, writing and numeracy by 2017.</p> <p>At least 20% of students achieving a learning growth of more than one year above their previous baseline standard in AUSVELS English and Mathematics</p> <p>At least 20% of students assessed at 12 months or more ahead of the expected AUSVELS level in English and Mathematics.</p> <p>To aim for Year 3 school means to be at or above Band 5 for Spelling, Grammar and Punctuation, Numeracy and Reading throughout the Strategic Plan period.</p> <p>To aim for Year 5 school means to be at or above Band 7 for Spelling, Grammar and Punctuation, Numeracy and Reading throughout the Strategic Plan period.</p>	<p>The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.</p> <p>NAPLAN 75% of all Grade 5 students to make medium or high relative growth in the areas of Reading, Numeracy, Spelling; and Grammar and Punctuation, regardless of starting point.</p> <p>STAFF OPINION SURVEY All items on the Staff Opinion Survey relating to 'Guaranteed and Viable Curriculum' and 'Collective Focus on Student Learning' will remain steady or improve. 'Guaranteed and Viable Curriculum' 2018 - 82% 2019 - 85% 'Collective Focus on Student Learning' 2018 - 86% 2019 - maintain 86%</p> <p>TEACHER JUDGEMENT 100% of students to achieve at least 6 months growth in reading, writing and numeracy by the end of Semester 1, 2019.</p>

		<p>Increase the Naplan relative growth in the areas of Spelling, Grammar and Punctuation and Reading from Grades 3 to 5 aiming for 50% students to achieve a learning growth of more than one year above their previous baseline standard in AUSVELS</p> <p>Increase the Staff Opinion Survey Scores for “Guaranteed and Viable Curriculum” and “Collective focus on Student Learning” and maintain a minimum score of 500 (McRel) ,or equivalent to state means, in each year of the Strategic Plan period.</p> <p>Teacher Judgments-</p> <p>All teachers assign accurate AUSVELS levels based on multiple sources of assessment</p> <p>Aim for 30% of students to be assessed at A or B in Reading and Viewing, Writing, Speaking and Listening, Number and Algebra, Measurement and Geometry and Statistics and Probability in each year of the Strategic Plan period.</p>	<p>Teacher judgements are in line with NAPLAN performance and will be compared using the Panorama dashboard.</p>
<p>To deepen student engagement, collaboration and motivation within a connected learning community.</p>	<p>No</p>	<p>To maintain the school Parent Opinion Survey Mean for ‘Stimulating Learning’ at or above the 6.5 level By the end of the Strategic Plan period scores for Student Engagement will be at or above the 6.5 level</p> <p>To increase the score for ‘Classroom Behaviour’ to be at or above the 70th percentile - reported against all schools with Year 5-6 data on the Attitudes to School (Student) Survey.</p>	

		<p>Learning confidence and student motivation on the student survey to be at or above the 4.50 mean.</p> <p>School connectedness and connectedness to peers on the student survey to be at or above the 4.50 mean.</p> <p>90% of students to be at or above the expected AusVELS level in Personal Learning and Interpersonal Development.</p>	
<p>To achieve positive outcomes for students within a supportive school community.</p>	<p>No</p>	<p>Increase the Staff Opinion Survey Scores for “Teacher Collaboration” and “Staff Trust in Colleagues” and maintain a minimum score of 500 (McRel) ,or equivalent to state means, in each year of the Strategic Plan period.</p> <p>Wellbeing data – student morale and student distress- on the student opinion survey to be at or above the 6:00 mean.</p> <p>Student safety on the student survey to be at or above the 4.50 mean.</p> <p>School average number of absence days per FTE student for each cohort to be below the state average. Annually reduce the incidence of late attendance as recorded on CASES</p> <p>By 2018 all average yearly attendance rates by year level will be at or above 95%</p>	

<p>To align the allocation of resources (human, financial, time, space and materials) to maximise student learning and wellbeing outcomes for students.</p>	<p>No</p>	<p>Sophisticated ICT hardware and improved infrastructure has been installed across the school to support high quality instructional practice and improved student engagement and wellbeing.</p> <p>School Budget in surplus in each year of the Strategic Plan period.</p> <p>The Professional Learning budget maintained to support high quality instructional practice</p> <p>The Literacy budget allocation has sustained the purchase of quality reading and support material</p>	
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<p>Goal 1</p>	<p>To improve student outcomes in English and Mathematics across all levels of the school.</p>
<p>12 Month Target 1.1</p>	<p>NAPLAN 75% of all Grade 5 students to make medium or high relative growth in the areas of Reading, Numeracy, Spelling; and Grammar and Punctuation, regardless of starting point.</p> <p>STAFF OPINION SURVEY All items on the Staff Opinion Survey relating to 'Guaranteed and Viable Curriculum' and 'Collective Focus on Student Learning' will remain steady or improve.</p> <p>'Guaranteed and Viable Curriculum' 2018 - 82% 2019 - 85%</p> <p>'Collective Focus on Student Learning' 2018 - 86% 2019 - maintain 86%</p>

	<p>TEACHER JUDGEMENT 100% of students to achieve at least 6 months growth in reading, writing and numeracy by the end of Semester 1, 2019.</p> <p>Teacher judgements are in line with NAPLAN performance and will be compared using the Panorama dashboard.</p>	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Evidence-based high-impact teaching strategies	Continue to build the capacity of all leaders and teachers through Professional Learning, in implementing School wide approach to curriculum planning and hence effective teaching and assessment of Literacy, Numeracy and ICT.	Yes
KIS 2 Evidence-based high-impact teaching strategies	Build capacity of teacher moderation through team planning meetings and exercises as part of our Professional Development structure (Literacy).	Yes
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	MPS is striving for excellence in teaching practice. Our aim has been to deliver consistent practice with a focus on differentiation. Improving our teacher's knowledge in the area of data literacy is also a priority to inform teaching. Collaboration is a priority, as well as professional development that explores and embeds DET initiatives such as the Literacy and Numeracy Toolboxes and High Impact Teaching Strategies.	

Define Actions, Outcomes and Activities

Goal 1	To improve student outcomes in English and Mathematics across all levels of the school.
12 Month Target 1.1	<p>NAPLAN 75% of all Grade 5 students to make medium or high relative growth in the areas of Reading, Numeracy, Spelling; and Grammar and Punctuation, regardless of starting point.</p> <p>STAFF OPINION SURVEY All items on the Staff Opinion Survey relating to 'Guaranteed and Viable Curriculum' and 'Collective Focus on Student Learning' will remain steady or improve. 'Guaranteed and Viable Curriculum' 2018 - 82% 2019 - 85% 'Collective Focus on Student Learning' 2018 - 86% 2019 - maintain 86%</p> <p>TEACHER JUDGEMENT 100% of students to achieve at least 6 months growth in reading, writing and numeracy by the end of Semester 1, 2019.</p> <p>Teacher judgements are in line with NAPLAN performance and will be compared using the Panorama dashboard.</p>
KIS 1 Evidence-based high-impact teaching strategies	Continue to build the capacity of all leaders and teachers through Professional Learning, in implementing School wide approach to curriculum planning and hence effective teaching and assessment of Literacy, Numeracy and ICT.
Actions	<p>Develop and implement a school wide literacy and numeracy framework that is differentiated to support and extend student learning</p> <p>Develop teacher knowledge and capacity to plan for and implement differentiated teaching practices in reading and writing.</p> <p>Develop and implement a school wide approach to data collection and analysis, including the embedding of yearly assessment schedule and moderation of evidence of student learning progress.</p>

	Engage staff team in the School Review process in order to increase their capacity to ensure a collective understanding of School direction for the next 4 years. This will also increase their capacity to understand whole school data sets.			
Outcomes	<p>Focus groups in each grade/level will occur frequently and data will be used to inform these groupings.</p> <p>Individual students will have personalised goals and actively take part in goal setting.</p> <p>At risk students will be given 1-1 or intervention in small groups.</p>			
Success Indicators	<p>2019 Yearly Meeting Planner to incorporate Professional Development opportunities.</p> <p>Increase in teacher capacity measured through reflective peer observations, PDP process and use of student data.</p> <p>Documentation of whole school approach to the teaching and learning of English and Mathematics to include consistent language, HITs, and 'must haves'/non negotiables.</p> <p>Use of data to inform support programs based on the needs of the school in developing intervention programs.</p>			
Activities and Milestones	Who	Is this a PL Priority	When	Budget
<p>Literacy and Numeracy Leaders to deliver Professional Development opportunities for all staff to introduce the DET Literacy and Numeracy toolkit.</p> <p>Induction for staff to Teaching and Learning Protocols to be conducted early Term 1, 2019.</p> <p>Peer observations to continue to focus on differentiation and building teacher capacity.</p>	<input checked="" type="checkbox"/> All Staff	<input checked="" type="checkbox"/> PLP Priority	<p>from: Term 1 to: Term 2</p>	<p>\$0.00</p> <p><input type="checkbox"/> Equity funding will be used</p>

Revise MPS Assessment Schedule, Common Assessment Tasks, Class Data Sets tracking documentation. Provide moderation opportunities for staff, within and across PLTs each Term.	<input checked="" type="checkbox"/> All Staff	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used
Data to be discussed, moderated and minuted during PLT meetings. Pre-testing to inform direction of teaching and learning. Post-testing to discuss growth of student learning.	<input checked="" type="checkbox"/> All Staff	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used
NAPLAN Numeracy Data to be presented to whole staff to address students' point of need. Whole school approach to the teaching of Mathematics to be refined based on findings. Continue to develop staff need and capacity to deliver a differentiated Mathematics program.	<input checked="" type="checkbox"/> All Staff	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used
An extension/remedial teacher will be employed part time for 2019.	<input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$15,000.00 <input checked="" type="checkbox"/> Equity funding will be used
All staff to engage and contribute to Review process and writing of new Strategic Plan	<input checked="" type="checkbox"/> All Staff	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used

KIS 2 Evidence-based high-impact teaching strategies	Build capacity of teacher moderation through team planning meetings and exercises as part of our Professional Development structure (Literacy).			
Actions	Teachers will focus on improving student learning outcomes in relation to Literacy through dedicated work and professional development in the area of Data Literacy. This will impact in the following areas: <ul style="list-style-type: none"> • Evaluation and planning - analysis of key data sets to diagnose areas needing improvement • Whole school practice consistency - building on work of 2018 in developing a documented curriculum to ensure classroom practice reflects this intention for consistency. • Self-efficacy - using goal setting and feedback strategies to support all students to be aware of learning needs and to be able to set and monitor appropriate learning goals. 			
Outcomes	Teachers will: Participate actively in collaborative professional learning, including data literacy Have school wide strategies evident in classroom programs Use agreed Teaching and Learning Protocols Use the agreed Assessment Schedule and data tracking tools Students will: Be able to reflect on and articulate their personal goals in Literacy Experience consistent curriculum opportunities across classes in the same Level			
Success Indicators	Presence of learning intentions and success criteria in use in every classroom Presence of individual learning goals in the areas of Literacy Evidence of agreed assessment strategies in planning documents			
Activities and Milestones	Who	Is this a PL Priority	When	Budget
Implementation of the Fountas & Pinnell Reading Benchmarking Assessment for all students	<input checked="" type="checkbox"/> All Staff	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$3,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Embedding goal setting practices in classrooms for all students in Literacy	<input checked="" type="checkbox"/> All Staff	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used
Implement consistent assessment strategies to monitor progress in order to consider future goal setting in reading and writing	<input checked="" type="checkbox"/> All Staff	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used

Equity Funding Planner

Equity Spending Totals

Category	Total proposed budget (\$)	Spend (\$)
Equity funding associated with Activities and Milestones	\$18,000.00	\$18,000.00
Additional Equity funding	\$4,000.00	\$4,000.00
Grand Total	\$22,000.00	\$22,000.00

Activities and Milestones

Activities and Milestones	When	Category	Total proposed budget (\$)	Equity Spend (\$)
An extension/remedial teacher will be employed part time for 2019.	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> School-based staffing <input checked="" type="checkbox"/> Teaching and learning programs and resources <input checked="" type="checkbox"/> Professional development (excluding CRT costs and new FTE)	\$15,000.00	\$15,000.00
Implementation of the Fountas & Pinnell Reading Benchmarking Assessment for all students	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Teaching and learning programs and resources	\$3,000.00	\$3,000.00
Totals			\$18,000.00	\$18,000.00

Additional Equity spend

Outline here any additional Equity spend for 2019	When	Category	Total proposed budget (\$)	Equity Spend (\$)
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Purchasing Maths and Literacy Intervention kits	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Teaching and learning programs and resources	\$4,000.00	\$4,000.00
Totals			\$4,000.00	\$4,000.00

Professional Learning and Development Plan

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
<p>Literacy and Numeracy Leaders to deliver Professional Development opportunities for all staff to introduce the DET Literacy and Numeracy toolkit.</p> <p>Induction for staff to Teaching and Learning Protocols to be conducted early Term 1, 2019.</p> <p>Peer observations to continue to focus on differentiation and building teacher capacity.</p>	<input checked="" type="checkbox"/> All Staff	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Peer observation including feedback and reflection <input checked="" type="checkbox"/> Demonstration lessons	<input checked="" type="checkbox"/> Whole School Pupil Free Day <input checked="" type="checkbox"/> Professional Practice Day <input checked="" type="checkbox"/> PLC/PLT Meeting	<input checked="" type="checkbox"/> Literacy expertise <input checked="" type="checkbox"/> Bastow program/course <input checked="" type="checkbox"/> Learning Specialist <input checked="" type="checkbox"/> Literacy Leaders	<input checked="" type="checkbox"/> On-site
<p>Revise MPS Assessment Schedule, Common Assessment Tasks, Class Data Sets tracking documentation. Provide moderation opportunities for staff, within and across PLTs each Term.</p>	<input checked="" type="checkbox"/> All Staff	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Preparation <input checked="" type="checkbox"/> Design of formative assessments	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions <input checked="" type="checkbox"/> PLC/PLT Meeting	<input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> Learning Specialist	<input checked="" type="checkbox"/> On-site

<p>NAPLAN Numeracy Data to be presented to whole staff to address students' point of need. Whole school approach to the teaching of Mathematics to be refined based on findings.</p> <p>Continue to develop staff need and capacity to deliver a differentiated Mathematics program.</p>	<input checked="" type="checkbox"/> All Staff	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Curriculum development	<input checked="" type="checkbox"/> Whole School Pupil Free Day	<input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> Learning Specialist	<input checked="" type="checkbox"/> On-site
All staff to engage and contribute to Review process and writing of new Strategic Plan	<input checked="" type="checkbox"/> All Staff	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Collaborative Inquiry/Action Research team	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions	<input checked="" type="checkbox"/> SEIL <input checked="" type="checkbox"/> Internal staff	<input checked="" type="checkbox"/> On-site
Implementation of the Fountas & Pinnell Reading Benchmarking Assessment for all students	<input checked="" type="checkbox"/> All Staff	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Curriculum development <input checked="" type="checkbox"/> Demonstration lessons	<input checked="" type="checkbox"/> Professional Practice Day	<input checked="" type="checkbox"/> Learning Specialist <input checked="" type="checkbox"/> Literacy Leaders	<input checked="" type="checkbox"/> On-site