2A: Educational leaders ensure strong professional cultures that support teaching and learning.

1. **Develops shared understanding of and commitment** to ongoing professional learning to achieve high expectations for all students.
2. **Builds organizational capacity** that collectively improves instructional practices and student outcomes.
3. **Builds a professional culture of trust, openness and collaboration**, engaging teachers in sharing information, analyzing outcomes, and planning improvement.
4. **Uses data about teacher practice** to identify and support individual and team professional learning needs across a continuum of professional growth.
5. **Guides and supports quality professional development** that results in improved teaching and learning and meets diverse learning needs for all students.

One to one data meetings with teachers on DIBELS, interim writing and interim math assessment data are the foundation of Spring Creek Elementary's support system for teaching and learning. Teachers participate in a survey of professional development needs in August. The leadership team addresses each area throughout the year during PD time or during Faculty meeting time. Teachers are informed of agenda for PD and have the option to participate if the topic is relevant to their needs; some PD is mandatory like the PD associated with our four goals. Occasionally, teachers who are in specific need of improvement are mandatorily invited to PD based on their student achievement data and their walk through data.

SIP, 90 day plans, Title I plans are placed on a google doc for teachers to offer input and feedback on goals. Teachers are also asked to provide feedback on all PD offered.