



			<ul style="list-style-type: none"> <li>• Include the design of professional development on pedagogy for board members, administrators, principals, and teachers.</li> <li>• Include the development of teacher preparation/certification professional development related to dual language education, P21, and bilingual education.</li> <li>• Establish a sound business structure for decision making on what is to be offered, how and by whom it will be delivered, and a business metric for decision making that helps the CABE board evaluate progress and decide on expansion timelines.</li> </ul>	<p>2016-2017</p> <p>Currently collecting data. Continue development Target date for Dec. 2015</p>	
July 2013	On going	2.2.2 Launch Phase 1/Start-Up of the Professional Services Plan in order to structure the business for growth, help budget the future work, and lay the groundwork for a successful launch for SY13-14.	<ul style="list-style-type: none"> <li>• Review the CABE COMPASS to identify all areas of professional development called for in the COMPASS.</li> <li>• Conduct a needs survey at the 2013 CABE Conference to determine the perspective of English Learner educators regarding priorities for professional development.</li> <li>• Using the results of the CABE COMPASS review and the needs survey, develop a recommendation</li> </ul>	<p>Done</p> <p>Done</p> <p>Done</p>	<p><i>EJS</i></p> <p><i>EJS</i></p> <p><i>EJS</i></p>

		Eg. CABA PDS logo established, general services brochure, flyers developed, and ppt template for CABA PDS	<p>for a prioritized plan of professional development for Year One that is aligned to CABA's Professional Development Framework.</p> <ul style="list-style-type: none"> <li>• Develop business and marketing plans to support the recommended professional development plan.</li> <li>• Conduct branding, advertising, and prospecting activities in support of the professional development plan.</li> <li>• Develop training materials and templates to support the Year One professional development plan.</li> </ul>	<p>On-going annually</p> <p>On-going</p> <p>Done and in Use</p>	<p><i>EJS</i></p> <p><i>EJS, Paul, Jesse</i></p> <p><i>EJS</i></p>
		2.2.3 Launch Phase 2/Growth of the Professional Services Plan in order to conduct the Year One professional development events.	<ul style="list-style-type: none"> <li>• Identify, recruit, and induct a cadre of Year One trainers.</li> <li>• Recruit and contract with client districts and entities.</li> <li>• Begin the Year One professional development activities.</li> <li>• Begin the process of implementing the Mentor Certification Process described in Action Plan 4.4.</li> <li>• Design the Year Two professional development plan and conduct the necessary development and marketing activities in support of that plan.</li> <li>•</li> </ul>	<p>On -going</p> <p>On-going</p> <p>Done</p> <p>Open</p> <p>Done and On-going</p>	<p><i>EJS</i></p> <p><i>EJS</i></p> <p><i>EJS</i></p> <p><i>EJS</i></p>
July 2015		2.2.4 Launch Phase 3/ Expansion of the Professional Services Plan.	<ul style="list-style-type: none"> <li>• Design the Year Three+ professional development plan and conduct the necessary development and marketing activities in support of that plan.</li> <li>• Conduct outreach presentations at other organizations' conferences and events, set up email blasts, disseminate regular e-newsletter articles, and make "sales calls"/visits to districts to generate business.</li> </ul>	<p>May 2015</p> <p>2015-2016 Feb. 26, 2015 National Supts. Conf.</p> <p>The data was</p>	<p><i>EJS</i></p> <p><i>EJS</i></p> <p><i>EJS</i></p>

			<ul style="list-style-type: none"> <li>• Develop and grow the sale of CABE publications.</li> <li>• Provide CABE COMPASS-aligned curriculum development services for a fee to publishers of instructional materials.</li> <li>• Develop and market COMPASS-aligned certified workshops, webinars, and training of and materials for school translators and interpreters, front-office personnel, and after-school tutors, and substitute teachers who work with English Learners.</li> </ul> <p>Develop a CABE COMPASS-aligned mentoring network to utilize the experience of retiring members of the profession to develop aspiring leaders in bilingual education and English Learner education.</p>	<p>reviewed and this has not yet moved forward</p> <p>DONE</p> <p>In Progress Library Training complete, February 2015</p> <p>Ongoing participation in the Legacy Project</p>	<i>EJS</i>
		2.2.5 Create a culture of quality service and support to our schools, districts, and communities through an accountable professional development system.	<ul style="list-style-type: none"> <li>• Enact performance management systems in CABE focused on ensuring we provide quality professional development services.</li> <li>• Design professional development evaluation processes and/or protocols to measure the impact on student access and achievement of our professional development activities.</li> </ul>	By December 2015	<i>Jan</i>
On going	On going	2.2.6 Maintain our regional and annual conference structure with targeted focus on timely and relevant professional development.	<ul style="list-style-type: none"> <li>• Continue to work through the established conference committee structures to plan and conduct regional and annual conferences.</li> <li>• Work with the CABE president and board to establish conference themes and identify major speakers.</li> </ul>		<p>Delma Chwilinski</p> <p>Jan Gustafson -Corea</p>

			<ul style="list-style-type: none"><li>• Develop an input/feedback loop to solicit member perspectives on timely and relevant professional development topics/issues.</li></ul>		
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