**Thread: Professional**

**Subgroup: Individual/Group**

**Foci: All faculty; department teams**

**Program Title: Department Learning Teams**

**Contact Person/Office: Jen Wiegele** [**jwiegele@stxavier.org**](mailto:jwiegele@stxavier.org)

**School : St. Xavier High School, Cincinnati, OH**

**Program Description: Department learning teams require all faculty to be part of a team within their academic department. Teachers have a course in common. Teams meet regularly to examine course outcomes, plan instruction, and evaluate student assessments.**

**Rationale: The goal is to improve student learning through focused evaluation of student work.**

**Leadership: The program is run by the principal, director of faculty services, and instructional coaches (one per academic department)**

**Implementation: See above.**

**Processes and Resources: Instructional coaches meet weekly to check team progress and provide direction. They also discuss professional development opportunities and options for each department.**

**Finances: Funding is allocated for various professional development opportunities as they arise. $6000-8000 budgeted for consultant fees as needed**

**Rewards: Coaches are incentivized with reduced supervisory responsibilities. They are also provided lunch on meeting days.**

**Time (When/Length): The program in its current form began in 2010-2011.**

**Location (Space): Department teams meet in offices and classrooms. Teams meet 1-2 times every 3 weeks for one hour before school. The school day runs on a one-hour late start to accommodate the meetings.**

**Accountability/Assessment: Teams keep track of meeting times and what they do. A summary report is submitted to the principal at the end of the school year. The program is reviewed by the principal in consultation with the instructional coaches and the faculty services director.**