

**HAL Program Plan
Plans Approved
Thursday, March 28, 2018**

High Ability Learner - Program Purpose Statement

The purpose of the Millard Public Schools High Ability Learner Program is to guarantee rigorous, differentiated experiences through systematic instruction, evidence-based and innovative programming to maximize the intellectual, creative, and social and emotional growth of high ability students.

Objectives

- All students will meet or exceed district and state standards; the achievement gap between subgroups will decrease annually; and overall performance on district, state, and national assessments will increase annually.
- Individual student growth on district, state, and national assessments will increase annually and exceed national targets.
- The percentage of students participating in and performing at high levels on measures of national and/or international educational excellence will increase annually.
- All students will demonstrate the character and positive behaviors necessary for personal excellence and responsible citizenship.

Strategies

1. We will ensure our staff is provided with the knowledge and expertise to effectively advocate for and implement HAL programming.
2. We will provide consistent, rigorous, differentiated curriculum and systematic programming experiences for high ability learners.
3. We will engage the Millard Educational Community to maximize resources to support the High Ability Learner Program.

**HAL Program Plan
 Program Plan Implementation Schedule
 Millard Public School District**



Implementation Schedule Updated May 3, 2018

*Research, Begin Implementation, Full Implementation, Completed, Abandoned
 (Leave blank for not started yet.)*

Strategy 1: We will ensure our staff is provided with the knowledge and expertise to effectively advocate for and implement HAL programming.

Specific Result	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Develop and implement ongoing staff development for staff who work with High Ability Learners focusing on identifying and supporting HAL students.	Research	Begin Implementation			
Develop and implement intentional staff development specifically for district HAL facilitators.	Begin Implementation				

Strategy 2: We will provide consistent, rigorous, differentiated curriculum and systematic programming experiences for high ability learners.

Specific Result	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Develop and implement an	Research	Begin Implementation			

innovative HAL Program Plan by applying research-based best practices.					
Develop programming to address the social and emotional needs of HAL students K-12.	Begin Implementation				
Effectively communicate the HAL program plan to staff, students, and parents.	Begin Implementation				

Strategy 3: We will engage the Millard Educational Community to maximize resources to support the High Ability Learner Program.

Specific Result	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Expand educational experiences for HAL students through community partnerships.			Begin Implementation		
Increase our HAL program communication with all stakeholders.	Begin Implementation				
Leverage community resources to enrich the HAL Program.	Begin Implementation				

ACTION PLAN

Strategy Number: 1

Plan Number: 1

Date: March 29, 2018

Strategy: We will ensure our staff is provided with the knowledge and expertise to effectively advocate for and implement HAL programming.

Specific Result: Develop and implement ongoing staff development for staff who work with High Ability Learners focusing on identifying and supporting HAL students.

#	ACTION STEP
1.	Provide a comprehensive staff development program for staff who work with high ability learners. Topics may include, but are not limited to: <ul style="list-style-type: none">● Characteristics and traits of HAL students● Social and Emotional needs● Myths of a HAL Student● Understanding of a Visual Spatial learning style● General overview of the HAL identification process● MPS HAL Curriculum Training● Innovative HAL strategies and best practices (See Plan 2-1)
2.	Provide support to school personnel for their specific efforts related to the education of high ability learners. Support may include, but is not limited to: <ul style="list-style-type: none">● Project Based Learning● Independent Studies● Purposeful grouping of students● Pre-testing for differentiation● Compacting● Grading & Assessment of HAL student work● Scheduling and Time Management● Accommodations for HAL Students● Effective Instructional Strategies for High Ability Students
3.	Provide collaborative and ongoing work time at district and/or building level staff development.
4.	Evaluate the effectiveness of this plan on an annual basis.

ACTION PLAN

Strategy Number: 1

Plan Number: 2

Date: March 29, 2018

Strategy: We will ensure our staff is provided with the knowledge and expertise to effectively advocate for and implement HAL programming.

Specific Result: Develop and implement intentional staff development specifically for district HAL facilitators.

#	ACTION STEP
1.	Create a staff development training for HAL facilitators to review and ensure consistency in MPS curriculum, including: <ul style="list-style-type: none"> a. Program (including lessons & activities) <ul style="list-style-type: none"> i. Reading ii. Mathematics iii. Visual-Spatial b. Identification c. Acceleration
2.	Establish a common definition of visual spatial learners and provide staff development and opportunities to share and design lessons.
3.	Explore and implement various staff development models to disseminate information and further develop HAL facilitators such as: <ul style="list-style-type: none"> a. Train-the-trainer b. Technology c. Webinar d. Book studies e. Other methods to best meet staff needs
4.	Examine current course choices and college and career paths for the HAL learner.
5.	Utilize and grow a common database of resources available to HAL Facilitators.
6.	Evaluate effectiveness and adjust plan as needed.

ACTION PLAN

Strategy Number: 2

Plan Number: 1

Date: March 29, 2018

Strategy: We will provide consistent, rigorous, differentiated curriculum and systematic programming experiences for high ability learners.

Specific Result: Develop and implement an innovative HAL Program Plan by applying research-based best practices.

#	ACTION STEP
1.	Develop a menu of innovative strategies and best practices that support critical and creative thinking skills for HAL facilitators and classroom teachers to include in instruction with high ability learners. Options may include, but are not limited to: <ul style="list-style-type: none"> ● Ability grouping ● Cluster grouping ● Compacting curriculum/hardest first model ● Advanced units of study in all possible HAL academic areas ● After-school enrichment ● Competitions ● Data Driven differentiation ● Individual research projects/passion studies/genius hour ● Expand and evaluate Honors/AP/Middle School HAL Electives ● Elementary/Middle School HAL Seminars
2.	Evaluate the MPS Acceleration Policy, specifically grade-level, identified area, and single-subject acceleration.
3.	Consider field test opportunities for HAL students such as Jacob's Ladder, M2 and M3, William and Mary curriculum, high school mentors, and Springboard and Pre-AP curriculum.
4.	Explore HAL educational opportunities for students through virtual learning (e.g. Northwestern University, Johns Hopkins University programming, or skypeing from the middle or high school).
5.	Explore options for differentiation for stand-alone visual spatial students.
6.	Evaluate a curriculum plan for each grade and domain (reading, mathematics, and visual-spatial).
7.	Design and expand on problem/project/inquiry-based learning models to provide relevant and engaging learning opportunities for HAL students.
8.	Design, develop and implement programming to meet the needs of exceptionally gifted students. The programming will also include an advanced learning plan that is written to address the unique needs of the learner.
9.	Evaluate the consistent delivery of the K-12 HAL curriculum in cooperation with building and district leadership.

10.	Evaluate the plan and impact on student learning annually.
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ACTION PLAN
 Strategy Number: 2
 Plan Number: 2
 Date: March 29, 2018

Strategy: We will provide consistent, rigorous, differentiated curriculum and systematic programming experiences for high ability learners.

Specific Result: Develop programming to address the social and emotional needs of HAL students K-12.

#	ACTION STEP
1.	Implement programming on the topic of social and emotional learning specific to HAL students through topics that may include: <ul style="list-style-type: none"> ● Sensitivity ● Intensity ● High expectations of themselves or others ● Strong sense of justice ● Perfectionism ● Depression ● Anxiety ● Underachievement ● Habits of Mind ● Overexcitabilities ● Interpersonal skills
2.	Implement programming and provide resources for parents as to the unique social and emotional needs specific to the HAL learner. These resources could include SENG website, current articles, book lists, social media, inservice, blogs, etc.
3.	Explore bibliotherapy literature and literature units to address the social and emotional needs of K-12 HAL students.
4.	Actively partner with counselors to support the social and emotional needs of HAL students.
5.	Evaluate the plan and impact on student social and emotional learning needs annually.

ACTION PLAN

Strategy Number: 2

Plan Number: 3

Date: March 29, 2018

Strategy: We will provide consistent, rigorous, differentiated curriculum and systematic programming experiences for high ability learners.

Specific Result: Effectively communicate the HAL program plan to staff, students, and parents.

#	ACTION STEP
1.	Evaluate yearly the district and school HAL websites in order to communicate more effectively with parents about HAL programming options.
2.	Create a team to investigate and implement a common student-led record of learning experiences.
3.	Effectively communicate the HAL program plan with parents. Options may include, but are not limited to: <ul style="list-style-type: none">● Fall information meeting● HAL log● Report/report card● HAL newsletter● Social media
4.	Study and communicate the vertical alignment of HAL topics and experiences between grade levels.
5.	Evaluate this plan yearly.

ACTION PLAN

Strategy Number: 3

Plan Number: 1

Date: March 29, 2018

Strategy: We will engage the Millard Educational Community to maximize resources to support the High Ability Learner Program.

Specific Result: Expand educational experiences for HAL students through community partnerships.

#	ACTION STEP
1.	Align educational opportunities to HAL curriculum, identification area, and/or College and Career Readiness standards.
2.	Collaborate within the district to maximize partnerships and resources as well as share HAL plans.
3.	Develop a document that includes current and expanding partnerships per level. Review document on an ongoing basis. This document may include (but is not limited to): <ul style="list-style-type: none">● Objectives● Grade Level● Costs● Contact Information● Recommendations
4.	Link current and expanding partnerships in HAL programming and course guides.
5.	Explore and utilize family partnerships to support educational experiences.
6.	Network and collaborate with other school districts and community organizations (e.g. Metro-area schools, ESU 3, Omaha Libraries) to identify partnerships and HAL experiences.
7.	Evaluate this plan on an annual basis.

ACTION PLAN

Strategy Number: 3

Plan Number: 2

Date: March 29, 2018

Strategy: We will engage the Millard Educational Community to maximize resources to support the High Ability Learner Program.

Specific Result: Increase our HAL program communication with all stakeholders.

#	ACTION STEP
1.	Seek feedback annually from Millard Community (staff, parents, students). This may include (but is not limited to): <ul style="list-style-type: none">● Programming● Effectiveness● Experiences● Staff Development● Resources
2.	Maintain District HAL parent group to continue HAL program communication and support.
3.	Communicate with all stakeholders through a variety of media. This may include (but is not limited to): <ul style="list-style-type: none">● Social Media (Twitter, Facebook, SeeSaw, Web Page)● E-mail● Face-to-Face Conferences● Newsletters● Staff Development● Meetings
4.	Host informative family event(s) to build community and increase communication among students and families district-wide.
5.	Evaluate this plan on an annual basis.

ACTION PLAN

Strategy Number: 3

Plan Number: 3

Date: March 29, 2018

Strategy: We will engage the Millard Educational Community to maximize resources to support the High Ability Learner Program.

Specific Result: Leverage community resources to enrich the HAL Program.

#	ACTION STEP
1.	Explore and secure additional funding sources to support HAL student programming. This may include (but is not limited to): <ul style="list-style-type: none">● Grants● Optional donations● Millard Public Schools Foundation● PTO/PTA or Parent Group
2.	Maximize funding by collaborating within the district to develop HAL programming and activities (i.e. sharing of busses, creating a school math-visual spatial challenge, etc.).
3.	Provide ongoing communication with building HAL facilitators regarding different funding opportunities as they become available.
4.	Maintain fiscal responsibility in the development of HAL building plans.
5.	Collaborate with community partners to utilize and maximize available cost-effective resources (i.e. experiences, materials, etc.) to enrich the HAL program.
6.	Evaluate this plan on an annual basis.