

E. Consortium professional development plan

Adult Basic Education Consortium Professional Development (PD) Plan

Consortium	Mille Lacs Band of Ojibwe ABE
Time Period	2023 - 2028
Consortium Manager	Karen Pagnac
PD Planning Team Members	Tammy Wickstrom, Karen Pagnac, Jessica Crafton, Deb Campbell, Jen Gabrio, Becky Clitso, Ameliana Duran

Preparation: Looking at the Data

Data Review Questions	Response and Possible PD Implications from Data																									
What are our trends with contact hours (Table A)?	<p>As a new consortium, we do not have Table A contact hours. The number of clients served has increased yearly:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #e8f5e9;">Year</th> <th style="background-color: #e8f5e9;">Clients Using Classroom Services</th> <th style="background-color: #e8f5e9;">Courses Offered In House</th> <th style="background-color: #e8f5e9;">Courses Offered Out of House</th> <th style="background-color: #e8f5e9;">Training Sessions Offered</th> </tr> </thead> <tbody> <tr> <td style="background-color: #e8f5e9;">FY22</td> <td style="background-color: #e8f5e9;">725</td> <td style="background-color: #e8f5e9;">42</td> <td style="background-color: #e8f5e9;">84</td> <td style="background-color: #e8f5e9;">284</td> </tr> <tr> <td style="background-color: #e8f5e9;">FY21</td> <td style="background-color: #e8f5e9;">478</td> <td style="background-color: #e8f5e9;">37</td> <td style="background-color: #e8f5e9;">75</td> <td style="background-color: #e8f5e9;">250</td> </tr> <tr> <td style="background-color: #e8f5e9;">FY20</td> <td style="background-color: #e8f5e9;">302</td> <td style="background-color: #e8f5e9;">13</td> <td style="background-color: #e8f5e9;">25</td> <td style="background-color: #e8f5e9;">41</td> </tr> <tr> <td style="background-color: #e8f5e9;">FY19</td> <td style="background-color: #e8f5e9;">192</td> <td style="background-color: #e8f5e9;">5</td> <td style="background-color: #e8f5e9;">4</td> <td style="background-color: #e8f5e9;">21</td> </tr> </tbody> </table>	Year	Clients Using Classroom Services	Courses Offered In House	Courses Offered Out of House	Training Sessions Offered	FY22	725	42	84	284	FY21	478	37	75	250	FY20	302	13	25	41	FY19	192	5	4	21
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What are our measurable skill gain trends (SiD "Level Gains with Post-Test Rates" Report)?	Not available																									
How well are we post-testing students (SiD "Level Gains with Post-Test Rates" Report)?	Not available																									
What additional program performance data trends do we see (all NRS tables and SiD reports)?	Not available																									
How do we compare to similar programs on the state ABE report card?	Not available																									
What expertise do we have with our local staff? (background characteristics, education, experience, etc.)	<p>Our ABE Instructor has an 5-12 SST Social Studies License 3 of our Lead Instructors/Trainers have education degrees with many years of experience, the other is working in her nursing degree. The training manager has 10 years of experience working in special education, 2 years as a high school transition specialist, and 3 years in their current position. She has a degree in Business Management and Web Development.</p>																									

What strengths and needs are notable from staff observations or evaluations?	Our staff excels at customer service and empowering clients to succeed. We to be able to better serve clients with lower skills and those who are working towards their GED.
Are there specific needs identified from our student feedback (instructional time, programming, staffing, etc.)?	Student feedback is generally positive. Clients appreciate that we are always here for them. Many are overwhelmed by the GED process outside of our program.
What are we proposing to implement that aligns with our local/regional WIOA plan (target sectors, labor market information, etc.)?	As a WIOA program, all of our services are integrated and align with our plan.
Any additional needs identified from other data?	While our program shows substantial growth in all areas, some of the lowest amounts of growth are regarding ABE. We have tried numerous strategies to overcome the difficulties related this. After reviewing data and processes, Aanjibimaadizing feels that becoming a consortium will provide the options needed for our clients to succeed in getting their GED.

Looking Toward the Future

Initiatives, Trends, and Outside Factors	
What are your district/organization priorities?	<p>ABE Related Mille Lacs Band Goals:</p> <ul style="list-style-type: none"> The Band's Chief Executive issued a directive at the State of the Band in January 2022 to first - stream-line policies and procedures. The Chief Executive and elders, as well as community surveys, have identified that incorporating Ojibwe culture and tradition is integral to each member's success, self-sufficiency and well-being. <p>ABE Related P.L. Law 102-477 Goals:</p> <ul style="list-style-type: none"> Synchronize training opportunities with Anishinaabe values. Build and strengthen our training program. Help clients see the importance in self-growth. Become a Tribal ABE Consortium to meet our clients' educational needs more effectively. Operate in a manner congruent with State and Federal policies and laws regarding ABE.
What partnerships are potential opportunities?	<ol style="list-style-type: none"> AIOC to provide ABE services for our Urban clients Mille Lacs Band Department of Education Mille Lacs County Jail has reached out to us
What are the state and/or national ABE initiatives and priorities?	<ol style="list-style-type: none"> Attain employment and/or better their current employment in order to become self-sufficient; Achieve high school equivalency (GED or Adult High School Diploma); Attain skills and certificates necessary to enter postsecondary education and training;

	<ol style="list-style-type: none"> 3. Learn to speak, read and write the English language; 4. Master basic academic skills to help their children succeed in school; 5. Become U.S. citizens and participate in their local communities; and 6. Gain self-esteem, personal confidence and sense of personal and civic responsibility.
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Program Staff PD Activity Participation

Initiative	Target staff	% of target staff that have participated	What are the program's needs, plans and/or timeline for this professional development?	Program Priority Rating
Core Professional Development				
ABE Foundations	Training Manager Instructors, Tutors	57%	Complete within first 30 days	High
ACES (Academic, Career & Employability Skills) Foundations Online Course	Training Manager Instructors, Tutors	14%	Complete within first 30 days	High
CASAS Assessment Certification (5-years)	Training Manager Instructors, Tutors	86%	Complete within first 30 days	High
CCRS Foundations-ELA	Instructors	40%	Complete within first 6 months	Low
CCRS Foundations-Math	Instructors	40%	Complete within first 6 months	Low
Distance and Blended Learning Basics Online Course	Training Manager Instructors	17%	Complete within first 30 days	High
Northstar Digital Literacy Foundations Online Course	Training Manager Instructors, Tutors	43%	Complete within first 60 days	Medium
Northstar Digital Literacy - take assessments	All Staff	43%	Complete within first 60 days	Medium
SiD (State ABE Database) Training	Training Manager Instructors	17%	Complete within first 30 days	High
TABE Assessment Certification (5-years)	Not relevant	67%	Currently use CASAS Assessments	Low
Specialized Professional Development				

Mille Lacs Band of Ojibwe Adult Basic Education (ABE) Consortium Narrative 2023-2028

ACES TIF PLCs - Professional Learning Communities	Training Manager Instructors	17%	Complete within first 30 days	High
ACP Course Design Cohort - Adult Career Pathways Curriculum Writing	Training Manager Instructors	17%	Participation will be determined as needed.	Low
ACP Program Development Cohort - Adult Career Pathways Programming for Managers	Training Manager Instructors	17%	Participation will be determined as needed.	Low
CCI - Career-focused Contextualized Basic Skills Instruction Cohort	Training Manager Instructors	17%	Participation will be determined as needed.	Low
CCRS Implementation Cohort-ELA	Instructors	20%	Complete within first 6 months	Medium
CCRS Implementation Cohort-Math	Instructors	20%	Complete within first 6 months	Medium
CSI – Content Standards Integration Cohort	As needed	100%	Participation will be determined as needed.	Low
DL 101 - Distance Learning 101	Training Manager Instructors	17%	Complete within first 60 days	Medium
DL 102 - Distance Learning 102	Training Manager Instructors	17%	Complete within first 60 days	Medium
Distance Learning – TVM Certification	Training Manager Instructors	17%	Participation will be determined as needed.	Low
EBRI Study Circles - Evidence-Based Reading Instruction Study Circles or Webinar Series	As needed	100%	Participation will be determined as needed.	Low
ESL Study Circles (Low-literacy, Pronunciation, Integrating Language & Numeracy)	As needed	100%	Participation will be determined as needed.	Low
IET Academy	As needed	100%	Participation will be determined as needed.	Low

Mille Lacs Band of Ojibwe Adult Basic Education (ABE) Consortium Narrative 2023-2028

SPARC - Support Professional's Certificate	Support Staff	100%	Participation will be determined as needed.	Low
Standard Adult Diploma 101 Training	ABE Instructor	50%	Complete within first 60 days of employment	High
STAR - Student Achievement in Reading	As needed	100%	Participation will be determined as needed.	Low
Technology Integration Initiative (TII)	As needed	100%	Participation will be determined as needed.	Low
Technology Leadership Academy (TLA)	As needed	100%	Participation will be determined as needed.	Low
UDL - Universal Design for Learning	As needed	100%	Participation will be determined as needed.	Medium
Annual Events				
ABE Math Institute	Instructor	17%	Participation will be determined as needed and cost allows.	Low
ABE Summer Institute	Training Manager Instructors	57%	Participation will be determined as needed and cost allows.	High
ABE Volunteer Management Conference	Training Manager	100%	Participation will be determined as needed and cost allows.	Medium
Language and Literacy Institute	Instructor	17%	Participation will be determined as needed and cost allows.	Medium
MN Council of Teachers of Math (MCTM) Conference	Instructor	17%	Participation will be determined as needed and cost allows.	Low
Support Services Conference	Training Manager Instructors Support Staff	13%	Participation will be determined as needed and cost allows.	High
Additional Local (or Other) Professional Development				
Adverse Childhood Experiences (ACES)	All Staff	100%	All staff should complete ACE's training in their first year.	High
Other trainings to support culture, re-entry, TBI, and other issues relevant to our participants.	All Staff	100%	As offered, minimum of once per year.	High

ABE Consortium Professional Development Plan

Name of Consortium:	Mille Lacs Band of Ojibwe ABE	
Date Developed	May 7, 2023	SMART goals are: Specific – What? Why? How? Measurable – How will I measure progress & know when I’ve achieved my goal? Action-Oriented – Can I take actions to accomplish this goal? Realistic – Is my goal challenging but still possible to achieve? Time-bound – What is my timeframe for this goal?
Time Period for Plan	2023 - 2028	
Consortium PD Lead(s)	Karen Pagnac	

Directions: Refer to your data analysis and PD inventory on the previous pages to articulate your consortium goals with PD implications.

Priority Consortium Goals (List 3-5 priority goals for your consortium that have PD implications.)	PD Activities (How will you accomplish the goal? What specific training/PD activities will prepare staff to meet the goal?)	Target Participants (Who will participate?)	Target Date (When will the activities take place?)	Resources (What resources are necessary to carry out the activities and meet the goals, including presenters & materials?)	Outcomes/Evaluation (What specific measurable outcomes do we want to see?)
Develop ABE Consortium	Understanding of ABE’s mission, goals and requirements	All Staff	By September 2023	ABE site and links	100% completion
	Complete needed trainings	All Staff	By September 2023	ABE site and links	100% completion
	Ensure New staff have completed trainings	All New Staff	As needed within time stated above	PD documents ABE site and links	100% completion