

Ballyshannon Middle School

Professional Development Plan

2020-2021

History

During our first two years as a school community, we have focused on:

- *Establishing norms and systems as a school including non-negotiables, PBIS procedures, and SBDM policies.*
- *Developing a school vision, values, and goals.*
- *Implementing Standards Based Learning.*
- *Designing and Implementing Proficiency Scales.*
- *Implementing Social Emotional Learning.*
- *Implementing Restorative Discipline, Tier 1 Behavior Management, and CHAMPs.*

Standards Based Learning and Reporting

- Allow at least one planning period per month for teachers to participate in embedded PD with the instructional coach to create
 - a. 3.5 and 4 levels of proficiency scales.
 - b. Actions to be taken by staff when students are performing below level 2 on proficiency scales
- Allow at least one planning period per month for teachers to participate in embedded professional development with the instructional coach to create standards-based summative common assessments that measure DOK 1, 2, and 3.
- All teachers to be trained on district revised standards based grading decision rules.
- All teachers to be trained on Infinite Campus Progress Monitoring Tool.
- All teachers to be trained on grade pass back from Canvas to Infinite Campus.
- Implementation of building norms for Infinite Campus update weekly.
- All teachers to be afforded embedded PD time during a PLC to:
 - a. Review summative assessment results.
 - b. Use student results to make immediate and longterm instructional decisions
 - c. Identify students in need of T2, T3, and enrichment at each content area based on data.

Embedded Literacy

- All teachers to be trained on the School Literacy Plan and Policy
- All teachers to be trained on the school graphic organizer and CER method to respond to a prompt.
- All teachers to be trained on common writing rubrics.

- Embedded PD at least quarterly to analyze student writing.
- The Writing Revolution, Reading Reconsidered, The Book Whisperer, and No More Fake Reading book studies to be offered.

Closing the Achievement Gap

- All teachers to be trained by special education staff on
 - a. How to read an IEP
 - b. General Education/Special Education responsibilities of students with IEPs
 - c. How to implement modifications and accommodations in the general education setting.
- Full day co-teaching training for ELA and sped teachers
- Full day co-teaching training for Math and sped teachers
- Ongoing job-embedded co-teaching training for all teachers
- Full day LLI training for sped teachers
- Full day, monthly PLCs for sped teachers to analyze data, review upcoming IEPs, and participate in professional development.
- Online Dreambox training for sped teachers
- IEP writing training for sped teachers
- ARC training for ARC chairs
- Awareness of diversity studies to include race, gender, ethnicity, sexuality, and ability.
- Possible book study on The Knowledge Gap with teachers and parents

Behavior RTI

- All teachers to be trained in CHAMPs
- All teachers to be trained in school PBIS guidelines
- All teachers to be trained in Tiers 1, 2, and 3 of behavior RTI
- All teachers to create a Tier 1 management plan with the Behavior Coach
- All teachers to be trained on Bloomz PBIS
- All teachers to be trained in Cultural Diversity

Non-Core, Non-Sped Teacher Professional Development

- All Unified Arts teachers to attend state-level conference yearly
 - a. Band and Choir to attend KMEA
 - b. Media Specialist and Technology to attend KYSTE
 - c. PE/Health to attend KAHPERD
 - d. PBL and Leadership to attend TBD
 - e. Spanish to attend KWLA

Teacher-Requested Professional Development

Optional PD sessions will be offered monthly by the principal and instructional coach on teacher-requested topics including but not limited to:

- Emerging trends in education
- Digital learning tools
- Cognitive-science research (how the brain learns)
- How to analyze data and make decisions based on the data
- Communication strategies (parents, co-workers, students)
- *Teachers may add to this list throughout the year based on needs*

Next Steps

Our five year plan includes a focus on the following topics:

- *Competency-based learning and assessment*
- *Restorative practices*
- *Google Certified Educator Level 1 for all teachers*
- *Decolonization of curriculum*
- *Revision of school vision, values, and goals. Establishment of mission statement.*