

Bullitt County Public Schools



Professional Development Plan 2022-2023

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Bullitt County Public Schools
Professional Development Plan
2022-2023

School:	Bullitt East High School
Planning Process Participants	Chris Mason, Principal Angela Binkley, Asst. Principal Nate Fulghum, Asst. Principal Ondrea Smallwood, Assistant Principal Valerie Clark, Counselor Savannah Richardson, Counselor April Walker District Instructional Coaches Department Chairs Principal Student Advisory Council
Description of Overall Needs Assessment	<p>Our Mission is to Inspire and Equip Our Students to Succeed in Life COLLEGE. CAREER. TRADITION. UNRIVALED. BEHS has identified our 3 Big Arrows</p> <ol style="list-style-type: none"> 1. Improve Student Achievement 2. Impact Positive Culture 3. Enhance Supportive Community <p>Using our academic and non-academic data from the 2021-22 school year, our professional learning will continue to focus on mitigating learning loss and enhancing positive school culture and climate. Our non-academic data indicates that we must continue supporting the mental health of students and staff. Our academic data indicates a gap with students in learning. Students with IEPs in reading and math, as well as all freshmen and all sophomore groups indicate lower achievement scores in English and Math.</p>
Description of Planning Process	<p>Professional Learning is discussed at the weekly leadership meetings that include administrators, counselors, and coaches. Our monthly teacher leader meetings also discuss data and areas of growth and professional learning requests as a result of PLC work. Consideration is also given to what has worked well for BEHS this year and our to reflect and improve our implementation.</p>

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Student Learning/School Improvement Need(s): <i>(connect to student data, CSIP, etc.)</i>	Professional Learning Name and Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence <i>(to be reviewed by SBDM council throughout the year)</i>
CSIP Proficiency Goals for Reg Ed and Gap Groups	Thinking Strategies/PEBC Model of Instruction. Increase in student engagement, academic achievement as measured by CAs, state testing, ACT	Participants will be able to plan with student thinking in mind, employ workshop model and utilize reflection/CAs to guide next steps. (Measured by LPs and PLC mins)	July 2022-June 2023	\$0	On-going surveys and exit slips will be given to participants. Results and feedback will be analyzed by ILT and shared with faculty.
CSIP Needs Assessment Proficiency Goals for Reg Ed and Gap Groups	Faculty visits to Lab Host classrooms with pre/post briefing and commit to action (Teachers Observing Other Teachers at BE included in embedded PD) Increase in student engagement, academic achievement as measured by CAs, SAs, state testing, ACT Led by BEHS Faculty, TFC teachers, Instructional Coaches, Admin	Participants will be able to plan with student thinking in mind, employ workshop model and utilize reflection/CAs to guide next steps. (Measured by LPs and PLC mins)	July 2022-June 2023	\$0	
CSIP Proficiency Goals for Reg Ed and Gap Groups	ASCD Conference to learn best practices, strategies and skills to enhance academic and non-academic school programs	Administrators will participate. Led by ASCD conference presenters	April 2023	\$8000 ESSR	Enhanced professional learning at BEHS by the leadership team

CSIP: <ul style="list-style-type: none"> • Proficiency in GAP groups, • Transition Readiness • Graduation Rate 	PLC enhancements Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis. Led by BEHS Faculty, Admin	All faculty will participate Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	July 2022-June 2023	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC Weekly ILT meetings to monitor and offer feedback on PLC minutes will assist in growing our capacity
Student Safety Surveys, Data from behavior incidents, trends	The Energy Bus Tier 1 mental health program to promote positivity. Led by BEHS Energy Bus team.	All staff and students will participate.	July 2022-June 2023	\$0	On-going feedback from teachers and students in surveys.
CSIP: <ul style="list-style-type: none"> • Proficiency in GAP groups, • Transition Readiness • Graduation Rate 	Continue work on Co-Teaching Models through OVEC Brown Folder/IEP training with ECE building and district level leaders.	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs, state testing, GAP closure, ACT	July 2022-June 2023	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly.
CSIP: Proficiency in ALL populations	Essential Standards Work Using the 4 guiding questions for PLCs to identify enduring standards that can ensure a viable curriculum is taught.	All teachers will participate with their PLCs. Training will be led by Matthew Treadway and administrators will support throughout the year.	July 2022-June 2023	\$4000 ESSR, PL	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
CSIP: <ul style="list-style-type: none"> • Proficiency in GAP groups, • Transition Readiness • Graduation Rate 	PBIS Revisit the intent and implementation of PBIS and implement PBIS Rewards Focus on classrooms implementation and behavior matrix	All faculty and staff. Led by PBIS Team and supported by administration	July 2022-June 2023	\$2500 ESSR	On-going feedback from teachers in surveys. Data from PBIS Rewards app Behavior data in IC. All monitored and shared in PBIS Team meetings

Student Safety Surveys, Data from behavior incidents, trends	Green Dot Anti-bullying and personal safety program	Green Dot Program is intended for all teachers and staff. This process is led by the Centers for Women and Children and supported by the YSC.	July 2022-2023	\$0	Behavior data in IC. On-going feedback from faculty and staff surveys
BCPS Certified Evaluation Plan requires new teachers (teachers with 0 years experience) to gain 12 hours of professional learning through the district New Teacher Induction Program	<p>New Teacher Induction</p> <p>-The outcomes for new teachers will be focused around the following essential questions:</p> <p>(1) How has teacher planning, classroom management, instruction, and professionalism improved?</p> <p>(2) How will addressing the emotional phases a new teacher experiences impact job satisfaction and teacher retention?</p> <p>(3) How have teachers demonstrated the characteristics of a T.H.R.I.V.E. teacher?</p>	New Teachers to BEHS with 0 years experience. District leaders will lead THRIVE and BEHS admin and Leo Craven will support.	July 2022- June 2023 12 hours	\$0	On-going surveys and exit slips will be given to participants and shared with principals, etc.
<p>CSIP:</p> <ul style="list-style-type: none"> Proficiency in GAP groups, Graduation Rate 	On-Demand Writing Training staff in writing strategies and calibrating scoring training 2 schoolwide scrimmages and post- analysis	All faculty will participate. Leo Craven, BEHS administrators, and district instructional coaches will lead professional learning.	July 2022-March 2023	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC ODW data
Safe Schools	Safe Crisis Management Training	SCM Team and trained by District Personnel	July 2022	\$0	Feedback from school and district SCM
CSIP Graduation Rate Proficiency	AP Training New teacher to be certified to teach AP course	AP Language Arts Teacher trained at UL through a College Boards workshop	Summer 2022	\$600	Teacher feedback from survey and student AP participation and pass rate.

Student Safety Surveys, Data from behavior incidents, trends	Trauma Informed Care Understanding trauma's impact on adolescents	Faculty and staff led by YSC Erin White	July 2022-2023	\$0	On-going surveys and exit slips will be given to participants and shared with YSC
CSIP: <ul style="list-style-type: none"> • Proficiency in GAP groups, • Transition Readiness • Graduation Rate 	ACT Strategies	Teachers in PLCs led by BEHS administrators and district instructional coaches	July 2022-2023	\$2000 ESSR budgeted for conferences, training, materials	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC