

Bullitt County Public Schools**Professional Development Plan
2022-2023**

School Name: Bernheim Middle School

Date: 5/1/2022

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2021-2022 school year. Approved by SBDM _____ (Pending Approval)

Principal's Signature _____

4/25/22

Council Member Signature _____

Council Member Signature _____

Jeresa Fighnaster

Council Member Signature _____

Council Member Signature _____

Elyah P

Council Member Signature _____

Bullitt County Public Schools
Professional Development Plan
2021-2022

School:	Bernheim Middle School
Persons Involved In Planning Process	All Teaching Staff/Instructional Coach, Counselor, Assistant Principal, Principal
Description of Needs Assessment	Students and Staff will be working to effectively incorporate and use one to one technology and engaging in personalized learning /project based learning. We will continue to work through high-level instruction, discourse and questioning. We will embed our MTSS program into our master schedule with intentional instructional practices utilizing data to drive instruction. We have been focusing on meeting the needs of our gap students in the area of reading and math. We will continue to focus on high level reading instruction across all content areas and incorporate literacy across all content areas- speaking, reading, writing and listening. We are working on creating effective Professional Learning Communities around the DuFour model. We are working on specific Curriculum Development as it pertains to the PLC process. We are working to incorporate intentional mentoring/social emotional support for students through PBIS and social emotional learning. We are working to support special education students and teachers so that all students can grow.
Description of Planning Process	We have organized PD based on teacher need and student needs. We are providing as many opportunities to meet teachers specific needs as we can in order to support student achievement. I have communicated with each teacher, the instructional coach and the district SLD team to make a personalized plan for each teacher's needs. A survey was sent out to get additional teacher feedback for Professional Learning for the 2019-2020 school year. Each teacher is utilizing opportunities that will support academic growth for students in their classrooms.

Final Plan Due to Assistant Superintendent: May 1, 2021

Bullitt County Public Schools

Professional Development Plan 2022-2023

Identified Student Learning/School Improvement Need(s): <i>(connect to student data, CSIP, etc.)</i>	Professional Learning Activity	Description of Activity	Intended Participants & Learning Outcomes	Start, End Date and # of Hours	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence <i>(to be reviewed by SBDM council throughout the year)</i>
Increased Academic achievement Reading, Math, Social Students, Science	Curriculum Development	Teachers investigate and process new standards as they work through the 4 PLC questions incorporating interventions for recovery, extensions and power standards.	Core Content teachers - Understanding of New Standards and Instructional Process	This work will be ongoing -possible 12 hours of PL hours. - work will continue through PLC work.	\$120	Curriculum guides-
Increased effectiveness of PLC facilitation	PLC Facilitator collaboration	Continued Professional Development on effective facilitation of PLC's through DuFour's PLC process.	IC and PLC facilitators Understanding of Instructional Process	Starting Aug 2022 Continuing and Ongoing	\$0	MTSS/Recovery processes and Extension processes.
Increased effectiveness of PLC Process	PLC Focus on 4 Questions	Continued Professional Development on effective facilitation of PLC's through DuFour's PLC process.	IC and PLC facilitators All certified staff members.	Starting Aug 2022 Continuing and Ongoing	\$0	Essential Standards/Common assessments/ MTSS/Recovery processes and Extension processes.
Adaptive Schools	PLC	Cognitive	Teacher Leaders	Starting Aug 2022	\$0	Even more efficient

Training	Facilitators/Team Leaders	coaching/Leading effective meetings	engaging in leading adults through effective decision making processes.	Continuing and Ongoing		and effective PLC processes
Increased literacy across content areas: The need to embed across content areas	Thinking Strategies /Thinking Focus Cadre	High Level Questioning High Levels of Student Discourse Strategies for comprehending difficult text and vocabulary- Gradual Release of Responsibility Workshop Model Instruction Strong Community in the classroom High levels of discourse Thinking Strategies more effective comprehension strategies.	Teachers/IC/ allows teachers to create TSI classrooms.	August 2022 then ongoing and embedded.	\$2000 General	High Level of Literacy throughout core instruction.
Increased effectiveness of instruction for special education teachers	Accommodation vs Modification vs Specially Designed Instruction What??	Teacher leaders presenting and guiding staff to a common understanding of Sped intentions, vocabulary and time for Q & A and solution finding.	Special Education Team of Teachers	August 2022 and then embedded through PLCs	\$0	Teacher effectiveness meeting the needs of special needs students.
Increased social emotional strength for students	Connect 365/Behavior intervention Team Collaboration	Creating systems and processes for sharing positive behavior interventions with teams when faced with various needs of students.	UA Team/PBIS Coach	June 2022 Ongoing through collaborative team meetings.	\$200 General	Embedding positive interventions through the day for struggling students- differentiating between consequences and positive interventions

						to change behaviors and increase perseverance.
The need to have all teachers proficient in the co-teaching model	<i>BMS Collaboration Camp for General Education and Special Education teachers.</i> Co-Teaching Training between special education and regular education teachers	Creates a model of teaching that is proactive and inclusive as well as promotes equity.	School Sped Team Lead/Co Teacher and /IC, All teachers teaching co teaching settings.	Start August 2022 Embedded Ongoing	\$500 General	Embedding equity and differentiation throughout the day for all students.
Supports for Music Instructor Support for Art Instructor	VPA Professional Organization Conferences	Providing teachers with the tools to help students engage in the Arts	Music/Art Teachers	Fall 2022	\$500/ General	Increased skill set for young artists.
Support for teacher use of technology	Digital Learning	Technology training for teachers to create personalized lessons in conjunction with project based learning projects.	District DLC, School Level TIS All Staff	June 2022 ongoing after initial training	\$0 General/PD funds	Increased and interactive use of technology for students.
Need to implement positive behavior interventions	PBIS Conference	To help teachers focus on positive behaviors and interventions.	Teacher/PBIS Coach	TBD	\$2500 Title 1	Increased positive behavior intervention skills for teachers to use with at-risk students.
Need to provide teachers with support in helping students grow in SEL	SEL/Tied to academic growth.	Professional Growth opportunities for Social/Emotional Intelligence Learning for students.	Teachers/Admin. PBIS coach	Ongoing	\$7500 District Grant General Title 1	Increase in positive climate and culture as well as student participation in the positive impact programs BMS has instituted.

Need to incorporate student celebrations and recognition and increase the positive Culture of BMS to promote creating a Legacy of Excellence	Renaissance Student Celebration- and School Wide Change Agent.for positive behavior and academic success motivation.	Renaissance Team would attend conferences and bring work back to staff. - Equitable student recognition and ESSA approved.	PBIS Coach/ Renaissance Team will share with all teachers.	July 2020	\$10,000/Title 1	Increase in positive climate and culture as well as student participation in the positive impact programs BMS has instituted. Increase in long term success of students as individuals beyond the school house boundaries of time and space.
Need to establish community among the staff building collegial relationships	Team Building	Staff would engage in challenging teamwork activities utilizing strategies that work with both students and adults.	Instructional Staff	August 2022 3 hours	\$1000	Increase in positive climate and culture as well improve the positive impact programs of BMS on teachers and students.
Safe Crisis Management	Provide support for ECE Students	Provides training to teachers who may work with students in crisis.	Special Education Teachers/Safe Crisis Team	July 2022 6-12 hours	\$0	Effective Student Crisis management
Project Based Learning incorporating-extensions and recovery.	PBL and the PLC Model-	Provides support and training for teachers wishing to create/modify and grow in their ability to create /teach/facilitate problem based learning.	IC/All Teachers	August 2022 Then embedded throughout the year.	\$3000 General Esser Title I	Increase of use of effective PBL through grade levels and content areas.
Differentiation of Instruction-Extension Students	PLC Question 4- What to do when they already know it?	Provides support for g/t or advanced students to engage in PBL and challenging instructional activities	IC and All teachers	June and Ongoing	\$120 General	Noted in Pacing guides and overall academic growth of all students.

Differentiation of Instruction-intervention students	PLC Question 3 What do we do when they didn't get it?	Provides support for MTSS in both reading and math- as well as all content areas	IC and All Teachers	June and Ongoing	\$120 General	Noted in Pacing guides and overall academic growth of all students
Book Studies for Core Instruction/SEL/ Support of PBIS Model	Books Studies	All teachers may participate in a book study relating to the area of need for content and social emotional growth for students.	All Teachers/Cert Staff	August-Dec 3 Hours	\$250 General	Increased use of key ideas through content and behavior that will help students be successful.
Need to communicate with families and community regarding best practices, and student success data.	Strategy sharing with students and families. Engaging in academic conversations with students and parents.	Be A Bruin Literacy Night- Share with parents and community best practice strategies used in the classroom and why. Engaging in Student Led Conferences: Preparing students and families for success through mastery of content and goal setting.	All staff	6 hours total September & April 2022-2023	\$0	Families more highly engaged in student success journey. Teachers will have created better connections with students and families.

<p><i>-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</i></p>	<p><i>New Teacher Induction</i></p>	<p><i>-Teachers with 0 years experience</i> Will engage in District created Professional development-</p>	<p><i>-The outcomes for new teachers will be focused around the following essential questions:</i></p> <p><i>(1) How has teacher planning, classroom management, instruction, and professionalism improved?</i></p> <p><i>(2) How will addressing the emotional phases a new teacher experiences impact job satisfaction and teacher retention?</i></p> <p><i>(3) How have teachers demonstrated the characteristics of a T.H.R.I.V.E. teacher?</i></p>	<p><u><i>12 hours</i></u></p>	<p><i>\$0 (no cost to schools-district funded)</i></p>	<p><i>On-going surveys and exit slips will be given to participants and shared with principals, etc.</i></p>
<p><i>BMS New Teacher Support</i></p>	<p><i>School Specific New Teacher Induction</i></p>	<p><i>School level created professional learning -</i></p>	<p><i>Improving teacher planning, classroom management, instruction, and professionalism.</i></p>	<p><u><i>6-12 hours</i></u></p>	<p><i>\$0</i></p>	<p><i>Ongoing observations and student achievement data. Retention of teaching staff.</i></p>