


## ***Bullitt County Public Schools***



### **Professional Development Plan 2022-2023**

<b>School Name: Hebron Middle School</b>	<b>Date: April 19, 2022</b>
<b>The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2022-2023 school year.</b>	
<b>Principal Signature: Kelland L. Garland</b>	
<b>Signature: Michele Johnson</b>	
<b>Signature: John Calhoun</b>	
<b>Signature: Woody Zorn</b>	
<b>Signature: Raquel Hubbard</b>	
<b>Signature: Sara Stumph</b>	
<b>Signature:</b>	

***Bullitt County Public Schools***  
**Professional Development Plan**  
**2021-2022**

<b>School:</b>	<b>Hebron Middle School</b>
<b>Planning Process Participants</b>	<b>Kelland L. Garland</b> <b>Jamie Ballard</b> <b>Michele Johnson</b> <b>Katie Cottner</b> <b>Wendy Davidson</b>
<b>Description of Overall Needs Assessment</b>	<p>Team members analyzed the following sources of data and determined the need for Professional Learning accordingly.</p> <ol style="list-style-type: none"> <li>1. Data from PLC Minutes: unit plans need to be more developed to fully understand the PLC process</li> <li>2. Classroom observations (formal and informal): there is a need for differentiation within our classrooms. Tier II interventions need to be provided by the content teachers.</li> <li>3. Special Education achievement data: we have seen an improvement, but we must continue to develop our co-teaching strategies in order to help our students learn at a high level.</li> <li>4. Special Population achievement data: we have a population of students that need Tier II and Tier III behavior interventions to support their learning.</li> </ol>
<b>Description of Planning Process</b>	The participants looked at classroom visit feedback, CASE data, Transcend Data, IMPACT Survey results intervention progress reports, PLC minutes, classroom assessments, and behavior data.

**Final Plan Due to Assistant Superintendent: April 27, 2022**

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Student Learning/School Improvement Need(s) (connect to student data, CSIP, etc.)	Professional Learning Name and Description		Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
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	New Teacher Induction	Teachers with 0 years experience	-The outcomes for new teachers will be focused around the following essential questions: (1) How has teacher planning, classroom management, instruction, and professionalism improved? (2) How will addressing the emotional phases a new teacher experiences impact job satisfaction and teacher retention? (3) How have teachers demonstrated the characteristics of a T.H.R.I.V.E. teacher?	12 hours	\$0 (no cost to schools-district funded)	On-going surveys and exit slips will be given to participants and shared with principals, etc.
2022 Impact Survey results showed that teachers need training in how to find and access resources to incorporate and teach students with different backgrounds and/or cultures	Diversity Training		This training will address the areas identified in the IMPACT Survey results that decreased and were rated low.	6 hours		Feedback survey and 2024 IMPACT Survey results
Need for increased student engagement	Thinking Strategies/PEB	A select group of teachers will	Select Teachers	August 2022 - May	Free	Eleot Walkthrough data

	C Model of Instruction	participate in the Thinking Cadre to learn, and implement the strands within the Thinking Strategies framework for instruction		2023 12 hours		CASE data PLC Minutes
Need for classroom behavior interventions	Learning how to handle difficult students	Teachers will complete trainings on how to best support challenging students in the area of behavior	Select Teachers	August 2022-May 2023 12 hours	\$500 for books (Section 6 funds)	Classroom visits Behavior intervention data
According to 21-22 KPREP Scores, only 46% of students scored Proficient/Distinguished in Reading.	District Wide PL sessions in Adolescent Literacy		Content Teachers	August 2022-June 2023	\$0	CASE benchmarks and KSA data
According to 21-22 KPREP Scores, only 30% of students scored Proficient/Distinguished in Math.	District Wide PL sessions in Mathematics Instruction		Content Teachers	August 2022-June 2023	\$0	CASE benchmarks and KSA data