

# **Bullitt County Public Schools**



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

<b>School Name:</b> Roby	<b>Date:</b> 4/26/2022
<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:</b>	<i>H. H. M. S. J.</i>
<b>Signature:</b>	<i>Emily D. H.</i>
<b>Signature:</b>	<i>Sandra Coate</i>
<b>Signature:</b>	<i>Arnell Cook</i>
<b>Signature:</b>	<i>Lea Montgomery</i>
<b>Signature:</b>	<i>Brittany Heron</i>
<b>Signature:</b>	<i>H. H. M. S. J.</i>

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<b>Principal Signature: Hannah Scott</b>	
<b>Signature: Mrs. Hunt</b>	
<b>Signature: Samantha Coater</b>	
<b>Signature: Ashley Cook</b>	
<b>Signature: Lois Montgomery</b>	
<b>Signature: Brittany Henon</b>	
<b>Signature:</b>	

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

<b>School:</b>	<b>Roby</b>
<b>Planning Process Participants</b>	<b>ILT</b> <b>SBDM</b> <b>All teachers</b> - Teachers were surveyed in February 2022 on placement preferences and PD needs for 22-23. Staff Culture survey was given in December (and again in April) asking about resources and PL. IC collaborated with teams/team leads to determine resources needed to support the lesson design process April 11-15th
<b>Description of Overall Needs Assessment</b>	<p>The survey was analyzed to determine the needs of teachers for professional development. Additional data utilized were Eleot Walkthrough Data, and CASE, ODW, and DRA scores to plan embedded PD through Bullitt Days and our 24 hours of professional learning. Areas of need included student engagement, co-teaching approaches to meet the needs of all students, components of literacy instruction, technology implementation, identifying priority standards and other flexible training for all teachers including but not limited to special areas, technology and special education teachers.</p>
<b>Description of Planning Process</b>	<p>The professional development plan was created through collaboration between principal, instructional coach and SBDM members related to schoolwide data analysis of all content areas. In addition, planning of professional development was gained throughout the year in professional learning communities to identify areas of growth and next steps for instruction</p>

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



# Bullitt County Public Schools

## Professional Development Plan 2022-2023

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 (Thrive Academy)	-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 *3 for new to the district  August 2nd - New Teacher Orientation	\$0 (no cost to schools-district funded)	On-going surveys and exit slips will be given to participants and shared with principals, etc.
In order to lessen the achievement gap and raise proficiency, teachers will utilize targeted professional learning through focusing on individual targeted needs.	Ongoing Professional Learning as needed to address Professional Growth Goals, District Wide Initiatives and individual classroom needs	All ongoing professional learning will be to increase teacher efficacy and student achievement. Various - based on teacher need (SBDM, SCM, specific to special areas/special education, technology, instructional practice, etc)	6 Hours flexible	\$1000/As Needed from Section 6	On-going implementation checks monitored through PLC and individual classroom visits/observations.  Follow up on Bullitt Days: Aug. 8th, Nov. 7th, Jan 3rd, March 10th, March 13th

Data analysis and PLC discussions demonstrate the need to review priority standards and develop common formative and summative assessments to measure student progress toward mastery of standard	PLC Work	Teachers will collaborate with PLCs to reestablish priority standards and align instructional practice and vocabulary. Teachers will create aligned priorities for the school year and this will be analyzed through the PLC process. Teams will begin with reading and math to create a list of 10-15 essential standards per grade level.	PLCs July 1, 2022 - May 31, 2023  Follow up on Bullitt Days Aug. 8th, Nov. 7th, Jan. 3rd, March 10th, March 13th	N/A	On-going implementation checks monitored through PLC.
In order to help lessen the achievement gap with both free and reduced students and special needs students, we must provide learning around restorative care practices, management tools, des-escalation, in addition to our SEL to ensure that our students feel safe and are able to gain the academic achievement needed to close the gap.	De-escalation & Restorative Care as Preventative Classroom Management Tools - Cory Hall  Restorative Processes Committee	We will revisit community accountability and restorative processes and make plans for the upcoming school year. SEL & Cougar Dens planned at this time. Teachers will continue to grow in their understanding of community accountability and restorative processes to build positive classroom environments.	August 9th <b>6 hours</b>  Follow up on Bullitt Days: Aug. 5th, Feb. 17th	N/A	On-going through behavior MTSS and coaching as needed and as evidenced through school wide behavior data
In order to help lessen the achievement gap with both free and reduced students and special needs students, we must get on the same page as a leadership team with restorative practices,	Leadership Team - 8 team leads, coach, counselor, principal	We will revisit restorative care practices & PBIS expectations and make plans for the upcoming school year. Cougar Den SEL time planned at this time. We will begin drafting plans for our Instructional Blueprint - The Roby Way.	August 1st <b>6 hours or stipend</b>	0 - 2,400 *depending on if need PD vs. stipend  ESSER PD Funds	Monthly leadership team meetings Instructional blueprint progression/development



PBIS, SEL, and our Instructional Blueprint to ensure that our students have access what they need in order to close the achievement gap.					
In order to help lessen the achievement gap with students with special needs, we must provide learning around evidence based high impact co-teaching approaches.	Gen Ed & Special Education Co-Teaching Partners (IAs, tutors will have access to this as well as they lead review stations, centers, groups but are not co teachers) - Tina Contreras	We will build our tools and effectiveness in meeting students need while providing access to tier 1 instruction through station teaching, alternative teaching, and parallel teaching models	Bullitt Days:  August 5th Nov. 7th Jan 3rd March 10th	0	On-going coaching cycles with special education coach evidenced by Fall to Spring CASE data.
In order to help lessen the achievement gap with both free and reduced students and special needs students AND to increase student response opportunities, we must provide learning around engagement and cooperative learning.	Kagan	Teacher engagement and cooperative learning toolbox will be expanded, increasing teacher efficacy and student achievement.	July 25th  6 hours  Strategies will also be embedded into Faculty Meetings and Bullitt Days	6000	Leadership team walkthroughs with ELEOT data, ABRI walkthroughs on engagement and student opportunities to respond
In order to build teacher leadership and showcase all teacher talents, Roby will have a mini EdCamp where teachers can sign up to lead a mini PD on their strength and attend several mini PDs of their choosing.	Ed Camp	All ongoing professional learning will be to increase teacher efficacy and student achievement. The Ed Camp will provide leadership and comradery opportunities for all staff!	Bullitt Day - Feb 17th	0	Leadership team and/or coaching cycles will empower teachers to feel confident in leading these by highlighting their gifts in advance of this event.
In order to improve communication of our guaranteed viable curriculum as well as	Website Development - Stefanie Kleinholter	Current teacher websites will be merged to the new platform with information/content that has been requested by our	Opening Day - Will share required content for	0	Feedback from parents and other stakeholder groups on our website and communication methods

uphold our vision as caregivers, we must have training on how to use our new website platform.		parent/community stakeholder groups prioritized.	current websites  Bullitt Days - Jan 3rd., March 10th, March 13th		
In order to help lessen the achievement gap with both free and reduced students and special needs students AND to increase effectiveness of tier 2 academic MTSS by informing instructional progress at skill progression level we must have training on how to use our new software platform iReady.	iReady	This learning will be aimed at increasing teacher information at the skill level to increase student growth and student achievement; learning will guide MTSS needs and leveling of reading and math groups for highly individualized instruction	Bullitt Days & Faculty Meeting 4.5 hours  Aug. 8th, Sept or Oct- TBD, Nov. 7th,		School, district and state assessment data (such as iReady, CASE, DRA and KSA data)