



CAPtivate to Cultivate:
Include, Engage, Empower...
the Duty is Ours!



**BROUGHTON HIGH SCHOOL
FIVE YEAR PROFESSIONAL DEVELOPMENT PLAN
YEAR FIVE: 2022-2023**

#CAPtivate2Cultivate



As we began four years ago and will continue this year in the last year of our current 2023 Broughton Strategic Plan, our team will engage in a variety of professional development sessions in alignment with our 2023 Broughton Strategic Plan.

Each year, we have one overarching professional development focus. Additionally, each year there are individual opportunities offered for staff. All professional development offerings were chosen based on staff feedback provided to the Staff Continuous Improvement Committee of the Leadership Team as we created the 2023 Broughton Strategic Plan, which was approved by the faculty in June, 2018. Each year, faculty Professional Development Plans (PDPs) in the evaluation system will include goals reflecting the overall focus and self-selected individual opportunities. Below is an overview of our five-year professional development plan.

FIVE YEAR PROFESSIONAL DEVELOPMENT PLAN

YEAR	Overarching Professional Development Focus – <i>All Staff</i>	Individual Opportunities Rotating Over 5 Years
2018-2019	Academic Excellence: <i>Equity</i>	<ul style="list-style-type: none"> • Bring Your Own Device (BYOD) • BST Support • Classroom Management • Content Training • Cultural Experiences • Digital Portfolios
2019-2020	Academic Excellence: <i>Classroom Culture</i>	<ul style="list-style-type: none"> • Equity • ESL/SIOP Training • Global Engagement • IEPs & 504s • Leadership • Literacy
2020-2021	Academic Excellence: <i>Instruction & Assessment</i>	<ul style="list-style-type: none"> • National Board Certification • Project Based Learning (PBL) • Restorative Justice • Service Learning • Self Care • STEM Education
2021-2022	Academic Excellence: <i>PLTs</i>	<ul style="list-style-type: none"> • Teaching AP Courses • Technology Tools • The Four Cs • Understanding By Design (UBD) • University Connections
2022-2023	Academic Excellence: <i>Global Engagement</i>	<ul style="list-style-type: none"> • Work & Life Balance • Writing Instruction • <i>Additional opportunities will be added based on feedback from staff</i>

During the final year of our five-year professional development plan, our team will engage in a variety of professional development sessions based on our Broughton Strategic Plan.

Below is a description of this year's professional development opportunities and the Continuing Education Units (CEUs) that staff will earn per session.

SEPTEMBER 26, 2022

Global Studies Integration: Learning & Planning

Led by UNC Faculty

Join us for an engaging two-hour session to hear from experts in the field of Global Studies integration in the classroom. In this session, participants will learn about the United Nations Sustainable Development Goals (SDGs). Additionally, participants will work collaboratively to brainstorm and plan for integrating the United Nations Sustainable Development Goals (SDGs) into classroom instruction in alignment with our school's Global Studies magnet theme. The Teacher Retention Committee will be organizing a staff-wide potluck in our cafeteria beginning at 11:30am. (0.4 CEU)

PLT Monthly Global Studies Integration

This year, much of our professional development will be focused on the Global Studies Magnet Program implementation across all grade levels and courses. Teachers will integrate the UN Sustainable Development Goals into all courses as frequently as is practicable, and we will have a schoolwide focus on the following goals during the following months.

- August: Introduction to the UN Sustainable Development Goals
- September: Quality Education
- October: Zero Hunger
- November: Good Health and Wellbeing
- December: Peace, Justice, and Strong Institutions
- January: No Poverty
- February: Reduced Inequalities, including Gender Equality (2 SDGs)
- March: Industry, Innovation, and Infrastructure
- April: Climate Action
- May: Decent Work and Economic Growth

Curriculum integration is encouraged to focus on the above goals during the listed months to the extent that is practicable, but teachers are also welcome to address goals in a different order or to address the additional Sustainable Development Goals not listed above. Throughout the year, teachers will receive resources to support their curriculum integration of these Sustainable Development Goals, and the Sustainable Development Goals can be considered from the personal to global scale.

As evidence of curriculum integration, all teachers (often through their PLTs) will create and submit at least two artifacts for our school database of global materials. At least one of the artifacts will be a lesson or unit plan written on the provided template. This lesson should be directly linked to one or more Sustainable Development Goals. The additional artifact could be a different lesson or unit plan, student work sample, or teaching materials. The two artifacts should be from different points in time, ideally one from the first semester and the other from the second semester (1.0 CEU).

Action for Equity Group

Led by The BHS Action for Equity Team

This year, the Action for Equity group will engage with the text *Grading for Equity: What it is, Why it Matters, and How it Can Transform Schools and Classrooms*. Participants will read the text through the school year and engage in discussions to empower our classrooms and school to be more equitable, culturally responsive, and culturally relevant. Staff members who participate in all sessions and complete the readings will earn a full CEU for their participation (1 CEUs).

August 23 - 1 to 2 PM

November 10 - 1 to 2 PM

December 5 - 1 to 2 PM

March 24 - 1 to 2 PM

April 21 - 1 to 2 PM

MARCH 7, 2023

On March 7, staff will engage in two professional development sessions of their choice. Some of the opportunities listed below will take up the entire morning session, and they are noted by *. Staff will be provided full descriptions with a sign-up link in September where they will indicate their top preferences. The Teacher Retention Committee will be organizing a staff-wide potluck in our cafeteria beginning at 11:30am. (0.4 CEU)

A Cultural Plunge – Middle Eastern Culture, Tradition, & Religion*

Led by Hayat Shawwa

*This session will take up two session slots.

Have you ever had a Muslim student in your class and wished you knew more about their religion and/or their religious practices but struggled to ask them questions? Or are you genuinely curious about the Muslim faith? This PD has been created to help with that! Join us as we visit the Islamic Association of Raleigh, the first and largest Mosque in the Raleigh area. You will meet with local leaders of the Mosque and listen to a presentation that covers the fundamentals of the Islamic religion. You will also have a chance to ask questions in a safe and educational environment. Boxed lunch included courtesy of the IAR.

A Cultural Plunge – Learning About the LatinX Community*

Led by Nicolle Martin Harris, Assistant Principal

*This session will take up two session slots.

This session will provide an opportunity for participants to learn more about the LatinX community and ways to connect through an off-campus presentation from a community organization.

A Cultural Plunge – Visiting Local HBCUs*

Led by Ava Closs, Library Media Coordinator

*This session will take up two session slots.

Do you know what an HBCU is and why HBCUs are important? In this session, teachers will have the opportunity to visit local HBCUs and learn more from local leaders about their history and importance.

Canvas Question & Answer

Led by the Broughton Canvas Team

As WCPSS moves towards full implementation of Canvas as the sole Learning Management System in the 2023-2024 school year, this session led by the Broughton Canvas Team will allow participants a question and answer and work session. Regardless of whether staff are familiar or new to Canvas, participants will have the opportunity to ask questions, find guidance, and collaborate.

Considering Demographics

Led by Cory Jenkins, Humanities Department Chair

Have you ever wondered how the demographic make-up of your classroom compares to the national, state and county numbers? Participants in this session will discuss demographic trends based on the most current Census data, as it relates to race and ethnicity. You will have time to reflect and discuss how these numbers are reflected in your classroom, how you can use this data to create a classroom environment that is more inclusive and equitable to all students, and how this connects to our strategic plan. Join us for a lively conversation and a little lesson from Human Geography.

Environmental Issues

Led by Laura Woods, Biology Teacher

Join Laura Woods, Biology Teacher and advisor for the Broughton Environmental Club S.A.F.E. (Student Action For the Environment) for a quick overview of environmental issues we are facing today. The first third of the session will be spent discussing global issues and then the second two thirds of the session will be spent discussing what we individually and as a school can do to help with some of these issues.

Exploring Structured Oral Language Protocols to Promote Academic Language

Led by Kristy Meyrick, Literacy Coach

In this session, participants will experience using several protocols to promote and deepen student discussions in class. Specifically, participants will learn ways to infuse academic language specific to class content into lesson planning so students' use of academic language increases.

Mental Health 101 Training

Led by Wendy Gantt from Alliance Health

Just as CPR helps you assist an individual having a heart attack, Mental Health 101 Training helps you assist someone experiencing a mental health or substance use-related crisis. In this Mental Health 101 Training session, you will learn risk factors and warning signs for mental health and addiction concerns, strategies for how to help someone in both crisis and non-crisis situations, and where to turn for help.

Organization & Time Management

Led by Jodie Kinkaid, Mathematics Department Chair

We have learned many lessons over the past 18 months, and one of the most important may be fostering a strong work-home, professional-personal life balance. Learn and share best practices in the areas of efficient grading practices and effective time management strategies, proactive parent/student communication ideas, and tips for avoiding procrastination so that you can leave work at school and be more present and relaxed at home!

PowerTeacher Tricks!

Led by Bill Schmidt, English Teacher

Learn how to get the most out of PowerSchool and PowerTeacher. This session will help you learn how to use your grade book to communicate with students and families, input grades more efficiently, and look up information about your students.

Research Resources

Led by Andrea Trowell, Library Media Coordinator

This session will provide an overview of the resources available to staff and students, including our library catalog, research databases, eBooks, periodicals, collections, encyclopedias, primary sources, and more! Bring a topic or unit that you are or will be working on in your class - there will be time to dig into the resources. Plan to walk away with relevant materials to support your current teaching and learning.

Supporting ESL/Refugee and/or Immigrant Students

Led by AC Allen, ESL Teacher

This session will explore the diversity of Broughton's student body, specifically students with multicultural and multilingual backgrounds. Presenters will highlight ways to embrace the unique perspectives these students bring to the classroom and ways to engage them with specific strategies and techniques, no matter the content area. We will also look at practical ways that PowerSchool and ECATS can assist teachers who have multilingual students in their classrooms.

Take a Walk in My Shoes

Led by Voices of Color Student Group

Take a walk in my shoes. High school is a wonderful yet challenging time and to have to navigate it successfully while facing cultural biases add to the challenges. In this session, students from Voices of Color will share things they wish were different during their time at Broughton that would have helped them and others that looked like them. One student alumnus participant stated, "To have had the voice and braveness to appropriately communicate in and though the culture that propose somewhat of a challenge for me would have been so useful. Though it's past that time for me will you be willing to hear my voice now in hopes that my now voice will make a difference for those who are currently navigating the culture I just traveled and to a large extent carried?" Join us for this engaging session and hear directly from students!

Yoga!

Led by Maureen Bizyak, Yoga Instructor

Take some time for self-care and join us! This yoga session is great for everyone - whether it's your first time doing yoga or you're a pro. You'll leave this session feeling refreshed and renewed!

Zumba

Led by Melony Marshall, Math Teacher

Are you in need of a fun mental get away . . . that happens to burn calories too!?! Sounds like Zumba is for you! Zumba is a Latin inspired dance fitness workout where every class is a party! Just bring your workout shoes, water, and a towel and get ready to sweat as we dance to rhythms and beats that make you move your feet!

Staff Continuous Improvement Committee

David Brooks, Angela Cronin, Allisen Fischer, Leah Greene, Beth Gulewich, Cory Jenkins, Stephanie Profio-Miller, Catharine Robbins

WHY?

To create and implement practicable, individualized resources that empower growth for all faculty in order to improve learning for all students.

WHAT?

Improvement: Faculty members feel comfortable accessing information/resources to engage students of cultures represented within the school and create a learning environment that physically and emotionally increases student engagement. Faculty members have consistent and reliable technology that enable faculty empowerment to seek technical growth and are provided appropriate resources to accomplish professional responsibilities within work hours.

Growth: Faculty members are aware of technological resources available to them and how to access them, will have new ideas for engaging students and for differentiating instruction, can confidently prioritize their tasks, and are aware of their students’ diverse needs and issues.

Empower: Faculty members are confident, motivated, have choice, and utilize a toolkit of resources (including BHS teachers).

Resources: Faculty members have access to technology during the school day, access to mentors in specific areas of interest/expertise, access to a “teacher toolbox,” and gain a better understanding of cultural norms.



ACTION STEPS

COMPLETION DATE

- | | |
|---|--------------------------|
| 1. The Broughton staff continuous improvement opportunities will focus on the following primary topics: classroom management, global engagement, life balance, instructional & assessment strategies (i.e. PBL, literacy strategies, backward design), school culture, and/or technology. | June 2023 |
| 2. The Leadership Team will organize PD opportunities throughout the year that correlate with the established PD topics (listed in Action Step 1) and with various levels of implementation (Independent, PLT, Department, Faculty). | Each August
2018-2022 |
| 3. Teachers will create a professional development plan (PDP) at the beginning of each year; the PDP will include at least two goals. One of these goals will be school-wide, and the other will be an individual goal that focuses on at least one of the primary professional development topics listed in Action Step 1. | 2018-2023 |
| 4. The Leadership Team will ensure PD opportunities are interactive, individualized, technology-driven, applicable within and across disciplines, and/or product-driven. | 2018-2023 |
| 5. Teachers will share their practices from PD for the purpose of following up on implementation and continual growth. Follow-up/Feedback/Recognition can be an item on department meeting/PLT agendas, in post-sessions of PD opportunities, in cross-curricular groups, or on an individual basis. | 2018-2023 |
| 6. The Leadership Team will organize a catalog of teacher talent and a toolkit of vetted instructional tools (online applications, Google apps, etc) that are accessible online. Information will be collated through teacher surveys, a central folder for presentation materials, and model lesson plans. | August 2022 |
| 7. We will have specific offerings for 4 early release days- potentially 9/28, 10/19, 2/15, and 3/8. Early releases on 11/20 and 12/21 could be reserved for reflection, feedback, and follow-up on the goals within the PDPs. In subsequent years, dates will be determined based on WCPSS calendar. | June 2019 |
| 8. The Leadership Team will seek funding to send staff to state, national, and international conferences with the expectation of sharing with their colleagues upon returning to Broughton. Staff within their first five years of teaching will be prioritized for this opportunity. | 2018-2023 |

#CAPtivate2Cultivate