



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



BROUGHTON HIGH SCHOOL
FIVE YEAR PROFESSIONAL DEVELOPMENT PLAN
YEAR FOUR: 2021-2022

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As we began three years ago and will continue over the remaining two years, our team will engage in a variety of professional development sessions based on our 2023 Broughton Strategic Plan.

Each year, we will have one overarching professional development focus. Additionally, each year there will be 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 two 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 fourth 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.

These sessions will take place on different dates and will be offered as both whole group and individual opportunities. Below is a description of this year's professional development opportunities and the Continuing Education Units (CEUs) that staff will earn per session.

SEPTEMBER 16, 2021

Engaging in Impactful Professional Learning Teams – Part I (0.3 CEUs)

Led by Academics & Staff Continuous Improvement Committees

While creating the 2023 Strategic Plan, the Broughton faculty identified Professional Learning Teams as a critical vehicle in ensuring all students receive an excellent education. During this two-part professional learning series, all staff will engage in a guided Professional Learning Team process designed by the Academics & Staff Continuous Improvement Committees. Through this guided process, we will work to ensure our Professional Learning Teams are centered on setting meaningful PLT goals, understanding standards for learning, data analysis, and responding to students' academic progress.

OCTOBER 11 OR NOVEMBER 2, 2021

Various sessions offered in various locations by WCPSS.

Scan the QR Code below to read information on all offered WCPSS Sessions –
Required for all certified staff.



NOVEMBER 2, 2021

On November 2, 2021, 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. On these two professional development days, the Teacher Retention Committee will be organizing a staff-wide potluck in our cafeteria beginning at 11:30am. (0.4 CEU)

Circle Training*	Global Studies
Classroom Management & Culture	LGBTQ 101 Training*
Considering Demographics	Mental Health First Aid Training 101
Creating Trauma Responsive Classrooms	Organization & Time Management
A Cultural Plunge –	Racial Equity Discussion
Middle Eastern Culture, Tradition, & Religion*	Supporting Struggling Learners and Students with Individualized Educational Plans (IEPs)
A Cultural Plunge -	Technology Tools
Visiting Local HBCUs*	Working with Students who are English Language Learners
Fostering Academic Discussion	Writing Instruction
Fight Teacher Stress with Yoga!	
High-Leverage Reading Strategies	

MARCH 18, 2022 –

Engaging in Impactful Professional Learning Teams – Part II (0.3 CEUs)

Led by Academics & Staff Continuous Improvement Committees

While creating the 2023 Strategic Plan, the Broughton faculty identified Professional Learning Teams as a critical vehicle in ensuring all students receive an excellent education. During this two-part professional learning series, all staff will engage in a guided Professional Learning Team process designed by the Academics & Staff Continuous Improvement Committees. Through this guided process, we will work to ensure our Professional Learning Teams are centered on setting meaningful PLT goals, understanding standards for learning, data analysis, and responding to students' academic progress.

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 |

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