



Big Horn County School District #2 Professional Development Plan 2018-2019

Board Policy: GCI

The Board recognizes the importance of developing, improving, and extending staff skills. Opportunities must be provided by systematically ensuring that staff personnel will remain abreast of emerging information and educational practices.

Big Horn County School District #2 has developed a professional development plan that focuses on needs at the district, building, and collaborative teams. Professional development activities are organized into the framework of the main factors that we will focus on during the year.

This document defines the 2018-2019 Professional Development for all staff at Big Horn #2. Professional development needs are identified through admin meetings, district leadership meetings, and the school improvement planning process.

BIG HORN COUNTY SCHOOL DISTRICT #2

Professional Development Plan

School Year: 2018-19

On-going professional development is essential to continue to meet our goal of increasing student achievement. The following charts identify professional development topics that will be pursued during the 2018-19 school year.

District Level Professional Development

District Annual Professional Development	Time Line	Staff Involved
<ul style="list-style-type: none"> Teacher Induction Program: Each new teacher hired at our district partners with a mentor teacher for guidance and support in teaching and learning. 	August 2 day training & Ongoing	Initial contract teachers, mentor teachers, Admin team
<ul style="list-style-type: none"> Blood Borne Pathogens (online training) 	Aug-Nov	All
<ul style="list-style-type: none"> Suicide Prevention (Canvas Delivery) 	2 nd Sem	All
<ul style="list-style-type: none"> CPR/First Aid: LHS/LMS rotation year 	January Inservice	Principal Selected
<ul style="list-style-type: none"> Seclusion & Restraint: The district provides three levels of PD for all staff to learn the MANDT system. The district funds training for two district staff members. These trainers provide training for all other staff members. All staff is training during the 1st Five Days. The core group is trained at a later date. 	1 st Five Days Core: December	MANDT Trainers All Staff Core Group
<ul style="list-style-type: none"> Concussion in Sports Training 	1 st Five Days	Athletic Director Coaches
District Improvement: Process for Continuous Improvement	Time Line	Staff Involved
<ul style="list-style-type: none"> District Strategic Plan Implementation: The district leadership team will engage in a process of continuous improvement to address goals listed on the District Strategic Plan. 	2018-19 school year (monthly basis)	DLT
<ul style="list-style-type: none"> School Improvement Plans: Schools will review data and determine school improvement goals and action plans. 	Aug-Dec	Principals BLT
<ul style="list-style-type: none"> Advanced School Improvement Conferences: Determine attendance needs 	Sept & March	DLT
<ul style="list-style-type: none"> Title I-A Parent/Family Engagement: This is two-fold: <ul style="list-style-type: none"> - Training and support to staff to support parents in their students' education - Parent Training Opportunities (i.e., Bullying Prevention training, and PIE Nights) 	2018-19	Admin Team PCACs Title I Staff Title I Committees

Curriculum, Assessment & Instruction	Time Line	Staff Involved
<ul style="list-style-type: none"> Annual Conference on Assessment & Grading: The district has opted to provide in-depth training through Solution tree national institutes/summits. Admin and general education teachers from the DLT will attend the training with plans to provide future training to all staff. 	Oct. 2018	DLT
<ul style="list-style-type: none"> The New Art & Science of Teaching: All certified staff were provided a copy of the book by Marzano. Schools will address the components of the book at a site level. 	2018-19	Principals All Instructional Staff
Core Curriculum Process		
<ul style="list-style-type: none"> Assessment Results Review 	Aug-Oct	All Staff
<ul style="list-style-type: none"> Essential Learnings: Identify, refine, and implement 	Aug-May	Grade/Content PLC
<ul style="list-style-type: none"> Proficiency Scales: Develop, refine, and implement 	Aug-May	Grade/Content PLC

Curriculum, Assessment & Instruction	Time Line	Staff Involved
✚ District Assessment System: Teachers will define and implement formative, interim, and summative assessments.	Aug-May	Grade/Content PLC
✚ Assessment Review Process: PLC teams will review assessment results and adjust instruction as needed.	Aug-May	Grade/Content PLC
✚ Standards-Based Grading: Implement standards-based grading which includes documentation in PowerSchool.		Grade/Content PLC
✚ Canvas Learning Management System: Document and implement a well-defined core curriculum	Aug-May	Grade/Content Teachers

MTSS Framework	Time Line	Staff Involved
✚ MTSS Conference	June 2018	Principals Title I MTSS Team
✚ MTSS Framework/Procedures: Refine and fully implement the district & school MTSS processes in order to ensure high levels of learning for all students.	2018-19 School Year	Principals BLT
✚ District Assessment System: Learn and implement state & district assessments including ACT, WY-TOPP, and AIMSweb Plus as well as grade/content level assessments to identify and provide tiered levels of instruction for all students.	2018-19 School Year	All instructional staff
✚ Parent Training: The district will provide training annually, to parents, related to how they can reinforce student progress at home in relation to reading, math, science, self-esteem, and others.	2018-19 School Year	Principals Parent/Community Advisory Committees
✚ Staff Training for Parent Education: Trainings provided for teachers to learn techniques to meaningfully engage parents in their student's education.	2018-19 School Year	Principals

District Technology	Time Line	Staff Involved
✚ PowerSchool Training: On-going training to support the student management system and standards-based grading procedures	2018-19	District Tech Coordinator Secretaries Principal/Teachers
✚ New Teacher Technology Training: PowerSchool and Network	Aug 2018	District Tech Coordinator New Teachers
✚ Special Education Tech Training	Aug 2018	District Tech Coordinator All Staff
✚ Para Educator Technology Training: The District Technology Coordinator works with paras on iPad applications that are used by students in their respective buildings.		District Tech Coordinator Para Educators
✚ Canvas Learning Management System	2018-19 school year	District Tech Coordinator Certified Staff
✚ Individual Support: Staff members are able to receive individual training/support from the district technology director.	2018-19 school year	District Tech Coordinator All Staff

Special Education	Time Line	Staff Involved
✚ WDE "New Director" Trainings	Monthly	Sped Director/ Compliance Coordinator
✚ Monthly Certified Meetings	2018-19	All Certified SpEd Staff
✚ Monthly Para Training	2018-19	All SpEd Paras
✚ SpEd Advantage Training	2018-19	All SpEd Staff
✚ State Assessment Trainings WY-Alt & ACT Accommodations	2018-19	SpEd Teachers
✚ NASP Conference		School Psychologist
✚ WDE Data Share Out	Nov 2018	SpEd Director/Secretary
✚ Special Ed Law & Behavior	Jan 2019	SpEd Director – Secretary School Psychologist Compliance Coordinator
✚ DBI Training	March 2019	SpEd Team

Building Level Professional Development: *These are professional development topics for each building that will be worked on in addition to district level professional development. These topics have been defined in the Improvement Plans that are part of the Wyoming Comprehensive Plans.*

Building Level Professional Development: Lovell Elementary School

Lovell Elementary School	Time Line	Staff Involved	Funding Source
✚ PLC: Common Grade Level Collaborative Time	Aug-May	All	
✚ Staff Sharing of Effective Instructional Strategies	Aug-May	All	
✚ Book Studies: - Best Practices at Tier (Mattos, M) - New Art and Science of Teaching (Marzano) - A Fresh Look at Phonics (Blevinx)	Aug – May	All	Title I-A
✚ ELEOT Observations: Continued peer observations and feedback	Aug-May	Teachers	
✚ Transition to Standards Based Report Cards	Aug-May	Regular Ed Teachers Tech Director	
✚ System 44 Coaching and Support	Aug-May	Special Ed Title I	Title I-A
✚ Learning without Tears	August	Teachers	Title I-A
✚ I Teach 1st & I Teach 2nd (SDE)	July 2018	1 st & 2 nd Grade teachers Special Ed Teacher	Title I-A
✚ Reading Recovery Training	Monthly	Title I Teacher	Title I-A
Behavioral Expectations			
✚ Second Step Classroom Guidance	Aug-May		
✚ Review 3-5 PBIS Expectations	Aug – Nov-Jan - Apr		
✚ PBIS Coach and Training	Aug-May		
✚ Love & Logic for Educators	Aug-May		
Technology			
✚ On-going training on 1-1 iPad initiative	Aug-May	All	
✚ Implementing the Computer Science Standards	Aug-May	All	

Building Level Professional Development: Lovell Middle School

Lovell Middle School	Time Line	Staff Involved	Funding Source
✚ Guaranteed & Viable Curriculum: - Best Practices at Tier I (Book Study) - Ongoing training on Proficiency Scales and Standards-Based Grading - Big Horn Basin PLCs – Language Arts, Math, and Science	2018-19	Principals Teachers	Title II-A General Fund
✚ Instruction: Eleot Observations	2018-19	Teachers	
✚ MTSS: Academic Support - System 44/Read 180 Coaching and Support - AIMSweb Training	2018-19	Title I/Sped teachers	Title I-A
✚ MTSS: Behavioral Support - Statewide PBIS Training - Motivation, Mindset, and Grit Training	2018-19	Principal – Counselor Teachers	Title IV-A

Building Level Professional Development: Lovell High School

Lovell High School	Time Line	Staff Involved	Funding Source
<ul style="list-style-type: none"> ✚ Reading Strategies: Use research-based resources to incorporate high-quality text: - Get the Gist Reading Strategy - Core 6 - Stop, Print & Summarize - Do I Have to Teach Reading? 	Aug-May	All Teachers	Title II-A
<ul style="list-style-type: none"> ✚ MTSS System: Review system and effectiveness - MTSS Training - Co-Teaching Training 	Aug – Nov	LHS BLT	
<ul style="list-style-type: none"> ✚ Targeted Instruction: Best Practices at Tier I 	Aug – Nov	All Staff	Title II-A
<ul style="list-style-type: none"> ✚ Act Prep: A variety of PD opportunities listed on School Improvement Plan 	Aug-May	All teachers	Title IIA
<ul style="list-style-type: none"> ✚ PD Summer Institute: Time for teachers to continue curriculum work. 	June/July 2019	Teachers	Title IIA
<ul style="list-style-type: none"> ✚ Character Education: Tessera Play Book Training 	Aug – Nov	Flex Teachers	Title IV-A

PD Log: All staff is required to document their professional development activities with a PD Log. It also serves as documentation towards earning recertification credit. The PD Logs will be submitted to the curriculum director at the end of the school year. This information will be submitted to the Wyoming Professional Teaching Standards Board (PTSB) at the

Person Responsible for Implementation of the Plan: Dr. Rick Woodford, Superintendent

Timeline: August 1, 2018 – June 30, 2019

Units Proposed:

Fourteen hours of participation in all activities would earn employees one (1) unit of inservice credit. Employees have the option to participate in activities related to the plan other than the scheduled Professional Development days.

Dr. Rick Woodford, Superintendent

Superintendent Signature

Date