

# 2018-2019 Secondary School Staff Development Plan

## Secondary School Improvement Goals:

1. Improve student achievement of state and local standards in all areas of the curriculum by using best practice methods, and all students will graduate from high school.
2. Effectively meet the needs of a diverse student population, including at-risk children, children with disabilities, and gifted children within the regular classroom and other settings. Teachers will be trained in strategies that will help to close the achievement gap and making sure that all students are ready for career and college.
3. Provide an inclusive curriculum for a racially, ethnically, and culturally diverse student population that is consistent with the state education diversity rule and the district's education diversity plan.
4. Improve staff collaboration and develop mentoring and peer coaching programs for new teachers to the school/district.
5. Effectively teach/model violence prevention policy and curriculum that address early intervention alternatives, issues of harassment, and nonviolent alternatives for conflict resolution.
6. Effectively engage students with technology.
7. Provide teachers and other members of site-based team with appropriate management and financial management skills.
8. Provide training for teacher licensure criteria. 17-18 checkoff was suicide prevention. 18-19 checkoff- on hold

## Plan to meet Secondary School Staff Development Goals:

1. 6th and 7th grade will have 2 one hour meetings to discuss curriculum and student test data. One at the end of this year (last workshop day and share google document from 6th grade teachers to seventh grade teacher) and one at the beginning of the new school year (August workshop). K-12 Content teams work to align curriculum to state standards. Teachers will analyze STAR test data provided in paper form. Include statement on how grade levels are going to address the cross curricular approach in grade level PLCs. When students of concern are brought up in grade level (9/10 & 11/12) PLCs, create an action plan to how to best connect that student with the teacher and their content. Begin the process of clearly defining teacher expectations of students in areas of academics and classroom behavior school wide.
2. Anti-bullying training for staff will continue as well as Training for College in the Schools and Bridges Academy. Offer training during early release time to explain:
  1. Special Education disability areas (especially ADHD and Autism at August Workshop) Include regular ed teacher (Early Out?)
  2. Schoology, JMC, and Teaching with 1-1 Chromebooks (August workshop and Content Teams as identified)
  3. LGBT Training (Seperate time offered)

4. Begin differentiation training. (Monday's at HS and Content Teams as identified)  
5. Trauma Informed Care team will share information and strategies to better help meet the needs of students dealing with trauma. (Early Outs)

3. PLC's and K-12 Content Teams will address this goal by November 1st by specifically listing curriculum in each content area.

4. Teacher evaluation model has a peer observation element. The mentoring program will continue with a three-day orientation training. August workshop will include staff and community collaboration activities. Begin training staff on a peer coaching model. Include in 3 day before school workshop.

5. Anti-bullying curriculum Second Step, PBIS initiatives, collaborative worker, school resource officer, DVD's on social media awareness are available. Anti-bullying training for staff will continue annually.

6. Staff receives training in technology during early release times throughout the school year as identified through their content team. Continue to send at least one person from the high school to TIES and share information with the rest of staff. Interested staff members should submit a request form to Staff Development Committee and the committee will determine who will attend. Third year of every student using a Chromebook in the 2018-2019 school year.

7. Discuss budgetary decisions at site team and staff development meetings. Staff Development minutes are shared with the K-12 staff. A monthly balance will be included in the minutes. A treasurer will provide a monthly balance in the Staff Development Committee.

8. The relicensure committee will continue to monitor the trainings offered to document attendance at relevant trainings.

**Describe the site job-embedded professional development plan to meet the school wide goal.**

Fall workshop schedule,

Monthly meetings schedule for PLC, Site Team, PBIS, Content Teams, and early release schedule. See fall workshop schedule and student handbook calendar for details in August.

**Describe the needs assessments process used to determine your Staff Development Plan.**

A district-wide survey will be conducted to determine technology and staff development needs. Secondary staff development team met, analyzed survey data, prioritized, and set staff development needs.

**Describe how your staff development budget will support your Site Improvement Goals and/or the District Focus Areas:**

Allocated funds based on priorities and availability of the funds.

**Describe how staff can make workshop requests.**

Funds have been divided up equally for each department.

A staff member may complete the provided Staff Development Workshop Request Form and submit it to the building principal and the Staff Development Chairperson and Treasurer.