

**School Board Meeting/Workshop:**

**April 25, 2022**

**Subject:**

**2 Hour Early Release of  
Students for Staff  
Professional Development**

**Presenter:**

**Scott Thielman  
Superintendent**

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**SUGGESTED SCHOOL BOARD ACTION:**

Report Only

**DESCRIPTION:**

The BHM School District provides professional development on a district-wide basis two days per school year, as well as several times during the school day for grade level and subject specific training and workshops. The past two years have presented challenges in securing substitute teachers that the district has not experienced before. It has been to such an extent, that sessions have had to be canceled due to the lack of substitutes.

The District is in need of time for teacher professional development during the school year. Several discussions have taken place to explore options that will remedy the need for substitutes during professional development. One of the ways in which the district can reduce the need for substitutes and still provide professional development for teachers is to provide an early release for students and use that time for staff training and professional development. BHM Schools has a history of using an early student release to provide staff training. From 1986 to 2005, the District utilized an early release day one time per month on Wednesday afternoons. The District changed this practice with the 2005-06 school year. In the past several years, teacher substitutes have been a very hard commodity to secure.

The early release time will be used to provide professional development for teachers and support staff as well as educational support paraprofessionals (ESP). The training for the ESPs during the early release time was not provided in the past but is needed and will be included in the proposed two-hour early release of students. The release time will focus on district-wide training as well as building level training needs. This is a win-win proposal that will meet the needs of the district and schools. Additionally, moving the early release from Wednesday to Friday, we believe, will have the least disruptive impact on families. KidKare will continue to be provided to our families and will be available for the early release.

**ATTACHMENT(S):**

- **22-23 calendar**