

# Bonneville Academy

## TSSA Framework

### **Introduction:**

The mission of Bonneville Academy is to foster critical thinking and problem solving skills in a challenging, student centered environment; by encouraging exploration in science, technology, engineering and mathematics (STEM). We are preparing students for success in our ever changing, dynamic world.

At Bonneville Academy we provide an encouraging educational environment where the unique talents and abilities of individual students are recognized and the learning experience is meaningful. Every student will achieve mastery through a firm foundation in core fundamentals, higher levels of thinking, problem-solving and critical/creative communication skills.

Creating and sustaining a teacher effectiveness system that enhances student achievement hinges on a well-developed professional development strategy focused on clearly defined goals. Currently, professional development is one of the most significant capacity-building investments in our public education system.

### **Purpose:**

Bonneville Academy values professional development as fundamental to the success of Bonneville Academy. Professional development increases educators' knowledge and enhances their professional skills, deepens educators' understanding and appreciation for the varied needs of students and enhances educators' capacity to facilitate the learning success of all students. This Professional Development Master Plan has been developed to provide the structure and means through which educators continuously enhance their professional competency, and simultaneously satisfy the Utah State Board of Education recertification requirements enumerated in Utah Administrative code R77 500 and R77 530 Utah Effective Education Standards and supports Tier I, Tier II, and Tier III instruction.

The primary aim of this Master Plan is the enhancement of learning for all students. As a means to that end, the procedures and tools of this plan are intended to facilitate the individual and collective growth of all Bonneville Academy educators. This plan recognizes that high quality professional development that improves the learning of all students is:

- driven by the results of a regular and systematic analysis of a variety of data and information on student learning
- focused on the effective implementation of research-based educational practices
- responsive to the unique learning needs and styles of each individual educator
- best accomplished through the development of collaborative learning communities.

**Measurable Outcome Goal 1:** Bonneville Academy Teachers will increase the effectiveness of Tier I instruction through the implementation of mini instructional in-services delivered on our monthly Friday professional development days, resulting in a 5% - 7% increase of students scoring proficient on Acadience Reading, Utah Compose Formative writing assessment, and end of year RISE Summative assessments. Bonneville Academy will use 23% of the total distribution to subsidize the salary of an Instructional Coach.

**Measurable Outcome Goal 2:** Bonneville Academy Teachers will increase their effectiveness in classroom management strategies to help students gain behavioral, social, and academic success in a structured environment that caters to tolerance, exemplary behavior and learning resulting in a 5% - 7% increase of students scoring proficient on Acadience Reading, Utah

Compose Formative writing assessment, and end of year RISE Summative assessments. Twenty three percent (23%) of the total distribution will be utilized to subsidize the salaries of the Behavioral Unit teacher and one aide. With most norms established in Kindergarten we will use 21% of the total distribution to subsidize the salaries of two Kindergarten aids. Bonneville Academy will also contract with Blind Mule to deliver training on effective classroom management on a bi-monthly basis.

**Measurable Outcome Goal 3:** Bonneville Academy will achieve Platinum status as a STEM school by; having a schedule of long and short term multi-disciplinary projects, lesson plans show cognitively demanding work, write up of character education class/stem survival skills with an emphasis on leadership, organization, time management, and is aligned to state standards. All classes will have STEM specific SLO's, STEM focused professional developments, provide write ups for student support, behavior classroom, support counselors, students role in decision making, plan a school wide student self-reflection program, a service learning program, written safety protocols, and show how students are involved when classroom rules/goals are created. To that end 32% of the total distribution will be used to subsidize aide's salaries to teach STEM classes in grades 1-5.