

Burbank Unified School District



Local Control and Accountability Plan (LCAP)

Review of LCAP Goal 6 and Goal 7

March 27, 2019

Goal 6: Develop and implement a comprehensive professional development plan for all employees

**Current LCAP Support
Supplemental Grant Money
Base Grant Money**

Review Handout

Goal 6.1: Continue to provide professional development opportunities for all certificated and classified employees

*Professional Development List for the year
(TOSAs)*

Goal 6.2: Continue to provide classified and certificated employees with anti-bullying training and awareness strategies

2017-2018

- Two optional Bullying Awareness Forums were offered in November 2017
- An optional Bullying Awareness Training was offered during the May 2018 First Annual Wellness Symposium
- Bullying reporting guidance, district policy, awareness strategies and resources were updated and posted on the district website which is linked to all school sites.



Goal 6.2: Continue to provide classified and certificated employees with anti-bullying training and awareness strategies

2018-2019

- Mandatory training by May 2019 for all BUSD staff delivered either in person or via self-paced online modules.
- A detailed Bullying Incident Report and corresponding flowchart was created with training for all administrators.
- Secondary school PBIS Teams received training on bullying awareness.
- Bullying reporting guidance, district policy, awareness strategies and resources were updated and posted on the district website which is linked to all school sites.
- A principal's toolkit with additional resources is in development for 2019-2020



Goal 6.3: Continue to provide training opportunities for teachers in differentiated instruction for GATE students

- GATE Collaborative – Lesson/Curriculum Design
- BUSD GATE Conference
- Introduction to Teaching Gifted Students
- Myths and Realities of Gifted Students
- Understanding and Reversing Underachievement in the Gifted
- Formative Assessment
- Cultivating Curiosity
- Building Cognitive Rigor
- Gifted Adolescents
- Effective Questioning Strategies
- Building a Classroom Environment for Maximum Growth

Goal 6.4: Continue to develop and implement a comprehensive professional development plan for all staff on providing support and instruction to students with special needs in a least restrictive environment

- Special Education Master Plan (Board Approved 11/15/17) provided for specific training of inclusive practices to general education teachers that support students with special needs in general education settings
- 15 General Education Teachers who support Collaborative classes at the high schools attended an all day training provided by the Southern California Diagnostic Center on Inclusive Practices and providing support to students with special needs in general education classes.
- 2 Strands on Inclusive Practices were provided at the 2018 Unconference
- District is working collaboratively with the Foothill SELPA to plan two day trainings for 19/20 on Inclusive Practices

Goal 6.5: Ensure all staff are trained on suicide prevention practices and procedures

2017-2018

- A mandatory online training via Target Solutions was provided to all staff that included updated protocols for immediately helping students (and staff) possibly at risk.
- Optional trainings on Helping Children Cope with Trauma, Navigate Friendships, Resilience-Skill Building, and Understanding Pediatric Stress and Anxiety were offered during the May 2018 First Annual Wellness Symposium
- Resources, hotlines, and additional free online trainings were updated on the district website which is linked to every school website.

Goal 6.5: Ensure all staff are trained on suicide prevention practices and procedures

2018-2019

- A mandatory online training via Target Solutions was provided to all staff that included updated protocols for immediately helping students (and staff) possibly at risk.
- Two optional trainings on Suicide Prevention Practices and accessing local prevention/intervention resources are offered in October 2018.
- Optional trainings on Mindfulness Strategies and Understanding Our Personal Narrative were offered during the February 2019 Second Annual Wellness Symposium
- Resources, hotlines, and additional free online trainings were updated on the district website which is linked to every school website.
- Helplines are listed on all high school student ID cards with helplines to be listed on all grade 7 – 12 student ID cards for 2019-2020
- Principal toolkit with additional resources on trauma and resiliency informed practices is in development for 2019-2020

Goal 6.6: Continue to develop and implement an instructional technology professional development plan

The Board held a study session of the first draft of the Instructional Technology Master Plan during the 17-18 school year.

The Board placed it on hold until a sustainable funding source could be found.

Goal 7.1: Continue to provide a clean, safe, and energy efficient learning environment for all students and employees

- A.** Facilities is in the process of reviewing new safety door hardware that locks from the inside with deadbolt release technology.
- B.** Keyless pad entry solutions have been installed at exterior gates for secure access to Childcare Centers in the district.
- C.** Facilities now have additional security features at school entries to include: high definition digital cameras and updated electronic entry systems. CDS is being reviewed at this time.
- D.** All sites now have LED lighting upgrades.

Goal 7.2: Continue to implement curriculum for use in grade 10 World History classes that addresses the Armenian Genocide

- Continued emphasis in World History with a 3 day lesson plan specifically on the Armenian Genocide.
- Also, the topic of genocide in general is discussed within the 3 day unit.
- In the process of a new adoption that would include the Armenian Genocide curriculum as adopted by the state.

Goal 7.3: Continue to implement and further develop curriculum for use in grade 11 US History classes that addresses the contribution the LGBTQ (Lesbian, Gay, Bisexual, Transgender and Questioning) community has made in California and American history

- World History has completed a 3 day unit of study that includes LGBTQ and the disabled.
- US History has completed a 3 day unit of study.
- In the process of a new adoption that would include the Armenian Genocide curriculum as adopted by the state.

Goal 7.4: Continue to ensure that all school safety plans are compliant as per California Department of Education Safety Plan mandates and implement professional development for all employees before school starts

- All Comprehensive School Safety Plans (for 2019-2020) reflect the required components under CA Education Codes 32280—32289 and align with BUSD Board of Education Policy BP 0450 and Administrative Regulation AR 0450
- All Plans were approved by the Board of Education on February 21, 2019 and are posted on the District's website
- Professional Development 2018-2019 included:
 - Optional November 2018 Disaster Response Training by Burbank Fire Department
 - Mandatory Active Threat training offered August 2018, October 2018, January 2019, and February 2019 for all staff
 - First Aid-CPR training offered for classified and certificated staff June 2018, November 2018, December 2018 and March 2019.
- Principal toolkit with additional resources on emergency planning, response, and safety is in development for 2019-2020

Goal 7.5: Continue to develop safe and supportive school environments for transgender students

The district Safe and Caring School Climate committee meets monthly and using the Whole School, Whole Community, Whole Child approach considers strategies that support schools as safe and effective places to work, learn, and visit.

- Some schools have created SAFE ZONES to support LGBTQIA students;
- District policies were reviewed to ensure LGBTQIA and all affinity groups are reflected;
- Public bullying forums were held in November 2017 to ascertain issues related to transgender and all students;
- All K-12 schools are implementing Positive Behavior Interventions and Supports Strategies that reflect improved social, emotional and behavioral supports for all students.

Goal 7.6: Monitor, update and communicate changes to District policies to ensure compliance

- Board Policy and Administrative Regulations are updated regularly as prescribed by the California School Board Association.
- Current Board Policy and Administrative Regulations are located on Gamut on the district website.

Goal 7.7: Continue construction/modernization projects according to the General Obligation Bond Implementation Plan and develop a long term maintenance plan

- A.** Most Measure S Bond projects have been completed. Disney Elementary remains where a two story building will be installed and the campus playground and grass areas will be relocated and enlarged, respectively.
- B.** Program Planning has been completed including the construction of new modular classroom buildings at McKinley ES. Harte ES, Stevenson ES and Jefferson ES. Disney is expected to be complete by Fall of 2021.

Goal 7.8: Ensure students receive instruction in health, nutrition, and fitness that promotes the development of physical and emotional well-being and health lifestyles

- The district Wellness Physical Activity and Nutrition (PAN) committee meets quarterly and is reviewing the current district wellness plan to ensure it reflects state and federal guidance on nutrition education, the nutritional value of food and beverages, and healthy physical activity, reflective of the Whole School, Whole Community, Whole Child approach.
- 6th Grade science will be incorporating a nutrition unit in their instruction
- 6th Grade science will also help select and implement a new puberty unit
- 8th Grade science and 9th Grade Health will have been implementing the New Teen Talk curriculum to comply with the California Health Youth Act

Goal 7.9: Continue to implement the Mental Health and Wellness Plan for all students, families, and employees

The district Mental Health Advisory Committee (MHAC) meets monthly to inform and support the Three Year Mental Health and Wellness Plan

- Student Care Centers operate at both comprehensive high schools and ongoing community partnerships reduce the barriers to mental health services.
- A district Wellness department supports implementation of the plan goals and provides information and resources in multiple ways including district and school webpages.
- Mental Health and School Climate Surveys are administered annually.
- Social / emotional curricula is implemented at elementary schools and PBIS is being implemented at all K-12 schools with a resiliency and trauma-informed approach to support student academic and social outcomes.
- An annual Wellness Symposium and additional monthly education awareness events are offered to the BUSD community.
- Suicide prevention policy with corresponding professional development is updated.

Goal 7.10: Develop a plan to recruit, hire, and retain highly qualified, talented and productive employees

- Support new teachers with an induction program
- Online recruitment tools
- Expand college partnerships
- Increase professional development options for employees
- Online job fairs
- Maintain and expand district wellness partners
- Work with labor partners in negotiations