# **WELCOME TO**

# **KURT T. SHERY HIGH SCHOOL**

"Committed to Individual Success"

2600 VINE AVENUE TORRANCE, CALIFORNIA 90501

(310) 533-4440

Website: shery.tusd.org

2017-18

#### STATEMENT OF PHILOSOPHY

Kurt T. Shery High School staff is dedicated to providing a school climate that is safe and secure. We are accredited by WASC (the Western Association of Schools and Colleges), just got recognized as a Model Continuation School, and teach common core curriculum in our classrooms. The small, more intimate school environment enables students who wish to change old behavioral, attendance and academic patterns an opportunity to practice new behaviors that are productive. This voluntary program offers credit acquisition at an accelerated rate based on productive time in class. Individual assistance is always provided if needed, allowing students to accelerate in areas of competency and to receive individualized instruction in courses that are more challenging. All courses required to obtain a high school diploma are offered at Shery and students who graduate from Shery receive a regular high school diploma. Shery is unable to provide all courses required to attend a four-year university or college. Students can return to their comprehensive high school at the end of the 1st semester and at the beginning of a new school year. Seniors who want to graduate from their home high school are required to attend their home high school at least one semester of their senior year.

Our commitment is to provide each student with the instruction, materials, work and support needed to meet his/her goal of either returning to a comprehensive high school or graduating from Shery High School, ready to be productive in the world of work or post-secondary education.

#### STAFF and STUDENT RESPONSIBILITIES

#### I. Staff Responsibilities

- A. Provide a safe school environment that facilitates learning.
- B. Provide an opportunity for students to earn high school credits toward a high school diploma.
- C. Treat our students with dignity. We want our students to feel good about themselves even if something happened along the way that has been hurtful.
- D. Establish and administer reasonable rules regarding behavior.
- E. Communicate with parents about their student's attendance, academic progress and school behavior.
- F. Celebrate success, reward positive work and behavior, without ignoring failures.
- G. Respect privacy and confidentiality.

# II. Student Responsibilities

- A. Attend assigned classes every day on time unless illness or a family emergency occurs.
- B. Take advantage of the educational opportunities presented at Shery High and strive for self-improvement. Be committed to gaining the best education possible.
- C. Treat other students and every school employee with respect.
- D. Ensure the physical safety and protection of property of others.
- E. Learn and follow school rules. Courteous behavior makes many rules unnecessary.
- F. Seek the assistance of teachers, counselor or principal when academic or personal problems occur which inhibit learning.
- G. Trash Cans: Please use them. Do not litter.
- H. According to state law, a student is subject to mandatory expulsion from the school district should certain activities occur. Please see the information contained in the enrollment packet.

# SHERY HIGH SCHOOL PERSONNEL Phone # (310) 533-4440

Mrs. Jamie Jimenez Mr. Terry Hughes Mrs. Danielle Sibley Mrs. Marcie Long Ms. Vilma Carrizales Mr. Lamont Henry Ms. Virginia Tercero Mr. Michael Barr Mrs. Kristen Z-Morgan Ms. Joni Ward Mrs. Maile Toy Mr. Brian Ormsby Mrs. Marie Nonato Mrs. Kathy Patterson Mr. Tim Varnell Mr. Juan Rodriguez Mrs. Jodi Donahue Mr. Nathan Mangel Mrs. Deanne Garriott Dr. Dave Feldman Ms. Kimberly Shultz Mrs. Nancy Salcedo Ms. Tracy Cason

Principal – Office- x3620 jimenez.jamie@tusd.org Counselor – Office x3624 hughes.terry@tusd.org Principal's Sec – Office x3621 sibley.danielle@tusd.org Office Manager – x3623 long.marcia@tusd.org Custodian – Office x3600 Campus Security – Office x3600 henry.lamont@tusd.org Health Assistant – Office x 3627 tercero.virginia@tusd.org Ceramics–Room 101 x3601 barr.michael@tusd.org Art – Room 102 x3602 zukleymorgan.kristen@tusd.org English – Room 104 x3604 ward.joni@tusd.org Math/Intervention – Room 105 x3605 toy.maile@tusd.org English – Room 106 x3606 ormsby.brian@tusd.org Science/Health – Room 108 x3608 nonatomarie@tusd.org Social Studies-Room 109 x3609 patterson.kathy@tusd.org Social Studies – Room 110 x3610 varnell.tim@tusd.org Math – Room 111 x3611 rodriguez.juan@tusd.org Physical Ed –Room 112 x3622 donahue.jodi@tusd.org Special Ed - Room 113 x3613 mangel.nathan@tusd.org Special Ed – Room 114 x3626 garriott.deanne@tusd.org School Psychologist - x3600 feldman.david@tusd.org Speech Pathologist – x3600 shultz.kimberly@tusd.org Para-Educator – Room 113 x3613 salcedo.nancy@tusd.org School-to-Work Program – x3600 cason.tracy@tusd.org

#### DISTRICT INFORMATION

www.tusd.org

The District website with information and contact numbers for all departments and services

# DAILY BELL SCHEDULE

Period 1	8:30 - 9:22
Period 2	9:24 - 10:16
Snack	10:16 - 10:31
Period 3	10:34 - 11:26
Period 4	11:28 - 12:20
Lunch	12:20 - 12:55
Period 5	12:58 - 1:50
Period 6	1:52 - 2:44

# LATE START BELL SCHEDULE

Period 1	9:30 - 10:12
Period 2	10:14 - 10:56
Snack	10:56 - 11:11
Period 3	11:14 - 11:56
Period 4	11:58 - 12:40
Lunch	12:40 - 1:15
Period 5	1:18 - 2:00
Period 6	2:02 - 2:44

### **GRADUATION REQUIREMENTS**

## There are 2 main requirements that need to be completed to receive at TUSD diploma:

1. Successful completion of 220 credits is required to graduate from any TUSD high school. It is your responsibility to see that you meet these graduation requirements. Think of credits as your savings account, you want to make sure all the money you put in, stays in and you are credited. That is your responsibility, errors can be made so keep track! Know all course requirements and where you are in relationship to earning that diploma! The faculty and staff of Shery High are here to assist you in any way possible. The credits must be in particular areas of study combined with electives (see below)

What classes you need to get 220 credits for your diploma:

### • REQUIRED CLASSES:

## A. 4 years of English

English 1, 2, 3, and 4

## B. 3 years of Social Studies

World History, U.S. History, U.S. Government/Economics

# C. 2 years of Science

Biology and Physical Science of the Earth (and or a combination of Chemistry, Life Science, Physical Science, Physics)

## D. 2 years of Mathematics

Algebra I, Geometry, Algebra 2, Trigonometry I, High School Math 1, 2 or 3

# E. 1 year of Fine Arts or Foreign Language

Art 1, 2, 3, 4, Ceramics 1, 2, 3, 4

- F. 1 Semester of Health
- G. 2 years of Physical Education

# • ELECTIVES: A total of 75 credits of electives are needed to graduate.

Shery High School offers the following electives:

Art, Ceramics, P.E., Novel & the Motion Picture, Fiction Favorites, Reading, LOGO, Consumer Math, Survival of Singles, Leadership, Teacher's Aide, Work Experience, Community Service and a variety of electives online via Odysseyware.

We encourage students to earn elective credits at the Southern California Regional Occupational Center (right next door). Good skills are learned and credits can be added toward graduation. College bound or not, skills that make you a competitive employee will help with part time or full time work. At the completion of a course of study at SCROC, a student may earn a certificate that ensures employers of your competency in that field of study.

2. A student must have <u>six composite semesters</u> (meaning an average) of <u>Satisfactory</u> <u>Citizenship</u> to graduate from a Torrance high school. If you do not have this and there are not enough semesters left in your high school career to earn the needed number of semesters, there is a course, Personal Awareness that is available and equates to one semester of composite S citizenship plus 5 elective credits.

#### **DESCRIPTION OF COURSES OFFERED**

#### ENGLISH:

<u>English 1</u> is a literature-based course, which provides students with a strong background in different types of literature through the study of novels, short stories, poetry, drama, non-fiction, mythology and the media. Writing is emphasized.

<u>English 2</u> deals with the basic elements of communication by emphasizing reading and the enjoyment of quality literature as well as speaking, listening and writing.

<u>English 3</u> is the study of American literature and provides the basis for students increasing their literary understanding and improving their writing, reading, speaking, and listening abilities. A word processor is used.

<u>English 4</u> will improve students' communication skills. Interpreting and enjoying world literature is the primary goal.

English electives that can replace a failed English or be elective credits:

<u>Fiction Favorites</u> is an exploration of current fiction & favorite authors of young adults.

<u>Novel & the Motion Picture</u> is an exploration and contrast of literacy & cinematic genres of core & supplement literature.

Reading will focus on developing stronger reading skills to help ensure lifelong success

#### FINE ARTS:

<u>Art</u> is a general art class. Emphasis is on developing the student's own ideas in two and three-dimensional media.

<u>Ceramics</u> is the study of design principles as they relate to the ceramic objects. Projects selected from clay include masks, throwing on the wheel, etc.

#### HEALTH:

<u>Health</u> is designed to meet the State requirements for instruction in personal health, physical fitness, nutrition, safety and emergency care, mental health, family health and substance abuse. Wellness is stressed.

#### MATHEMATICS:

<u>Algebra 1</u> teaches you to solve and graph equations that will provide the student with problem solving concepts that can be applied to technology as well as daily living.

<u>Geometry</u> applies geometric concepts in problem-solving situations such as area, volume, and angle relationships.

<u>Algebra 2</u> expands upon problem solving and graphing skills learned in Algebra I and Geometry utilizing more complex functions to prepare the student for Trigonometry.

PHYSICAL EDUCATION

<u>PE</u> is offered here at Shery. There is a physical fitness room with the state of the art equipment and weights. There are no shower facilities, "dressing-out" is not an issue, but daily participation to complete a contract is essential to earn credits. Fifty days of participation equates to five credits, 25 days of participation equates to 2.5 credits. Lack of PE credits can result in no diploma!

#### SCIENCE:

<u>Biology</u> is a one year course that allows for the study of living things. This includes plant life, human anatomy, environmental issues and animal life.

<u>Physical Science of the Earth</u> is a course that is a yearlong course coupled with Biology/Life Science to meet graduation requirements of two years of science, one-year life and one year physical.

#### SOCIAL STUDIES:

<u>World History A</u> studies unresolved problems of the modern world and contacts with past learning by review of the rise of democratic ideas. The chronology takes us from the French Revolution up to World War I.

World History B takes us from 1914 up to the modern era.

<u>U.S. History</u> is a chronological study of American history that encompasses the social, economic, and political (domestic and foreign) developments of our country. U.S. History A briefly reviews the past learning from 1776 through the 1900's. <u>Emphasis will be on 1900</u> up through World War II. U.S History B presents the U.S. in the modern world setting.

<u>U.S. Government</u> studies the Constitution and the three branches of government.

<u>Economics</u> covers the key factors of our capitalistic economy and its relationship to other economics systems of the world.

#### **ELECTIVES**:

English Electives listed above in English section

Art & Ceramics

P.E.

<u>LOGO</u> is a computer program used in education. It involves learning to use a special computer language to draw geometric shapes and designs.

CONSUMER MATH is an introduction to the many ways math can be used in everyday life.

<u>SURVIVAL OF SINGLES</u> is designed to prepare students for life on their own after graduation.

It includes career exploration, budgeting & money management, as well as interpersonal relationships.

<u>LEADERSHIP</u> is a class where students go to the elementary school next to Shery and work in the classrooms as assistants 3 days a week. The other 2 days they are with the teacher planning spirit activities for the school and developing leadership skills.

<u>Teacher's Aides</u> are needed by teachers to help in their classes. You must get permission from the teacher to be a T.A.

<u>Work Experience</u> combines related classroom instruction with on-the-job training. Students work on a part-time basis will earn 1 credit for every 18 hours of work. A maximum of 20 credits, 10 each semester, is allowed toward graduation. The employer signs an agreement with the student and the school.

<u>Community Service</u> combines related classroom activities with community service hours. Students will earn credits based on the number of hours of service they provide in the Community.

<u>Electives via Odysseyware</u> which is an online curriculum we will have available to complete various electives.

# P.B.I.S.: Positive Behavioral Interventions & Support

Shery High School is committed to providing students with a nurturing, educational community in which students have access to multiple modes of support in order to achieve personal, academic, and social success. Our Schoolwide Behavioral Expectations are that at Shery High we are respectful, accountable, and kind.

We support this mission and behavioral expectations through our Schoolwide matrix as well as individual classroom matrixes. Tickets are given to students who are seen being respectful, accountable, and kind. These tickets are redeemable for rewards such as lanyards, Shery High gear, 2% extra credit, and snacks.

# **Schoolwide Matrix**

On Him o	Schoolwide Behavioral Expectations		
Setting	Respectful	KIND	ACCOUNTABLE
cLassroo m	<ul> <li>Use appropriate language</li> <li>Show respect when others are speaking</li> <li>Be considerate of other's space and property</li> </ul>	<ul><li> Greet others appropriately</li><li> Use positive language</li></ul>	<ul> <li>Attend class daily and be punctual</li> <li>Be prepared</li> <li>Complete daily assignments</li> </ul>
Restroo m	Use the facilities at appropriate times	<ul> <li>Be mindful of people's time and space</li> </ul>	Clean up after yourself
Lunchro om	<ul><li>Wait your turn</li><li>Use appropriate language and volume</li></ul>	<ul> <li>Use positive language when speaking to others</li> <li>Be mindful of personal space</li> </ul>	Clean up after yourself
OFFICE	Use appropriate	Be patient	Be mindful of

	language and volume	Be courteous	people's time	
common	<ul> <li>Use appropriate language and volume</li> <li>Be mindful of personal space</li> </ul>	Use positive language when speaking to others	<ul><li>Clean up after yourself</li><li>Use appropriate trash cans</li></ul>	
Parking LOT	<ul> <li>Use appropriate language</li> <li>Be mindful of all pedestrians, drivers and riders</li> </ul>	Use positive language when speaking to others	Be a safe pedestrian, driver or rider	

# **ATTENDANCE**

School attendance is required in California until you are 18 or have graduated from high school. You cannot earn productive time if you are not here. Poor attendance can result in a referral to SARB and possibly a shortened day. Students will excessive absences will be assigned to an Intervention teacher so we can try to help resolve the issues making it difficult for students to attend school daily.

## **TARDY POLICY**

Shery High School is an intervention to help your child make-up credits to return to their home schools or to graduate with Shery. Attendance is the most important factor in making this possible.

We seem to have a **continuing tardy problem**. We believe that when students are tardy they are losing out on instructional time and therefore not able to make the progress they need to move forward. We also believe coming into the classroom late is disruptive to the learning process of the other students and the teacher.

We are going to implement a **NEW** program to hopefully help cut down the number of tardies we have for the 2017-18 school year. Every time a student comes to school late, they will be sent directly to one of our intervention teachers. They will work with the students to try to figure out why they are late and what we can do to help them get to school on time.

The teacher will continue to uphold our policy for consequences which is as follows:

- Each Quarter (every new quarter students start fresh)
  - o 1st and 2nd tardy: students meet with intervention

- o 3rd tardy: teacher calls the parent/detention assigned
- o 4th tardy: student calls parent from intervention to tell them next tardy is a 2 week drop
- o 5th tardy: student is dropped for 2 weeks from the class
- o 6th tardy: parent conference will be requested

We believe these requirements are fair expectations as our goal is to see all of our students earn the credits they need to graduate.

#### **GENERAL INFORMATION**

#### COUNSELING SERVICES

Your counselor is the person to see regarding:

- 1. Information about the school
- 2. Help on educational and personal problems
- 3. Program changes
- 4. Southern California Regional Occupation Center (SCROC)
- 5. Post high school opportunities
- 6. Scholarships
- 7. Participation in counseling, provided free of charge by an outside therapist on campus, and referrals to outside agencies
- 8. Testing (SmarterBalance, GED, etc.) schedules, results and general information

To make an appointment time with the counselor come to the office to fill out a form during snack, lunch or passing time only. Do not make appointments during class time.

## RECOGNITION AND REWARDS

All students who complete a contract during the week place their name on the bulletin board in the office. At the end of the week one name is drawn for the <u>Contract Winner of the Week Reward</u>, which is a gift certificate.

Each quarter each teacher will select one student as <u>Student of the Quarter</u>. That student and their parent(s) will be invited to a special luncheon in their honor.

There will be prizes for students monthly that have perfect and improved attendance.

One student is selected for the <u>Graduate of the Year</u> and one student is selected for the <u>The Sally Hirano Spirit Award</u>. These awards will be presented with a plaque at the graduation ceremony.

### CALIFORNIA HIGH SCHOOL PROFICIENCY EXAMINATION (CHSPE)

Students who would like to leave high school early can take the California High School Proficiency Examination. Students who pass the CHSPE receive a Certificate of Proficiency from the California State Board of Education. This certificate is the legal equivalent of a high school diploma in California and allows students to leave high school with parent permission or remain and earn a high school diploma.

Students may take the exam if they are l6 years or older or have completed at least one academic year of the tenth grade or are enrolled in the second semester of tenth grade. Ask your counselor for a copy of the <u>CHSPE Information Bulletin.</u>

#### GENERAL EDUCATIONAL DEVELOPMENT TEST (GED)

Students who pass this exam have the equivalency of a high school diploma. There are a variety of restrictions to take this test, such as age or the number of days from when you would have graduated from a high school. It is offered through Torrance Adult Education, which also offers a course to help prepare students to successfully pass the test. See the counselor for specific information on the GED.

#### GRADUATION

Shery High has a graduation ceremony every year on the last Tuesday of the school year. Our graduation ceremony is in the Torrance High School Auditorium.

#### WORK PERMITS

California law requires work permits for all persons under l8 years of age. Permits are for your best interest and protection. Do not be illegally employed! See the work experience advisor at Shery to get your work permit or for help in finding a job.

Legal working hours are between 5 a.m. and 10 p.m. Students cannot work more than 8 hours a day or more than 48 hours per week.

#### SNACK/LUNCH ROOM

Our lunch room is located in Room 107 and is open at break & lunch for TUSD food services. If you qualified for free or reduced food services at your previous school you may continue this service at Shery or you may apply online through the TUSD website. Everyone must **re-apply every year** to continue to receive services.

#### **TEXTBOOKS**

Shery High School provides the necessary textbooks for use in classes free of charge to students. However, **students are accountable for them**. Should loss or damage occur, <u>you</u>

must pay for the lost or damaged book before getting clearance on the high school records or to receive a diploma from any TUSD high school. A record of lost or damaged books from all schools you attended is kept until graduation and your diploma will be held until all debts are paid.

### GUIDELINES FOR ACADEMIC HONESTY

Due to the nature of Shery's instructional program academic honesty and trust is essential. Students at Shery are expected to perform all academic work with honesty and integrity. This means all academic assignments are the result of his/her own work, and uphold truthfulness in all aspects. Dishonesty or cheating in any form will not be tolerated.

# **Dishonesty and Cheating include:**

- 1. Copying, or letting someone copy, test answers or assignments regardless of the value. There is no distinction between giving and receiving unauthorized help.
- 2. Plagiarism of printed or electronic sources (taking credit for another's work, or not referencing appropriate sources).
- 3. Using prohibited notes on tests.
- 4. Altering scores, answers, or school records.
- 5. Completing work at home and submitting it as class work.

The above list does not include all methods of cheating and dishonesty. Upon the first offense all of the following consequences will be implemented:

- 1. A failing or zero grade on the work submitted.
- 2. Parent notification by teacher.
- 3. Referral by teacher to principal.

Each student has only one first incidence while in high school regardless of placement, school or grade. Upon a second or any subsequent cheating incident, additional consequences will include:

- 1. Unsatisfactory grade in citizenship.
- 2. Conference including the administrator, teacher, student, and parents.
- 3. Removal from class
- 4. Suspension.

#### STUDENT REMINDERS

#### RULES AND REGULATIONS

While the atmosphere of Shery is friendly and informal, it is necessary to enact and enforce rules and regulations to ensure a safe school for all students and staff. The goal of the rules is to provide a safe place that allows all students to maximize their efforts. A sense of trust, consistent rules, responsibly, fairly and respectfully enforced, enables students to build relationships with adults on campus. Please review all the rules and regulations governing Shery High School students.

## I. Rules and Regulations

- 1. Alcohol and drugs: The possession, use or sale of alcohol or any drug will result in immediate suspension from school. Student may be assigned to the Futures Program. Multiple drug or alcohol offenses will lead to a recommendation to be expelled.
- 2. Fighting: Fighting leads to suspension and immediate withdrawal from Shery High School. This includes incidents that occur on the way to and from school.
- 3. Visitors and Visiting other Schools: Visitors may not be brought to school. Shery High students are not allowed to be on other high school campuses during the school day.
- 4. Parking: If you drive a car, parking is available in the large student parking lot. Do not park in the faculty lot. Refrain from loitering in the parking area.
- 5. Off Grounds: Students may not leave the school grounds between periods, during class time or during lunch without an off-campus pass. Parents' permission to leave is not sufficient without an off-campus pass issued by the office staff. Students who leave campus without an office pass will be ticketed by the TPD and also receive detention or a class drop.
- 6. Smoking: Smoking is **not allowed** within the gates of Shery High or on the sidewalk leading to Shery. You will be cited if you are smoking in these areas even if you are 18! Vaporizers are considered drug paraphernalia and are not allowed on school campuses and also lead to a cite.
- 7. Dress Policy: Dress should be neat, clean and appropriate to this school's standards. Shoes are required at all times. The district dress code is enforced at Shery. The issues we deal with the most often are shorts/skirts/shirts that are too short, excessive cleavage, and t-shirts with inappropriate language or illustrations. You will be given alternative clothing to wear if you are dressed inappropriately or sent home.
- 10. Behavior: Please display good social conduct on campus.
- 11. Respectful: Be honest, courteous and cooperative.
- 12. School Property: People who damage school property will be expected to repair or replace it.
- 13. Telephone Policy: Telephones <u>may be used only during the class breaks and after school</u>. If you are checking your cell phone, touching your cell phone, etc. you will receive a warning by your teacher to put it away. The second infraction, the cell phone will be collected by the teacher for the period. On the third infraction your phone will be sent to the office. The fourth infraction your parent will need to come to the school to retrieve your phone from the principal. Asking for a restroom pass and talking on your cell phone to or from the restroom or in the restroom is an infraction of this rule. If a student refuses to turn their phone over to a staff member, a parent will be contacted and must retrieve their phone from the office. The student will also get a detention or possibly an in-school suspension.
- 14. Accountability: You will be expected to use class time to work on your contracts. Do not bother other students when you are not working.
- 15. Appropriate Language: Profanity and vulgar language have no place on a school campus.
- 16. Theft: Shery High is not responsible for lost or stolen skateboards or cell phones. We have a skateboard cart for you to lock your skateboard on with your own lock. If you leave your cell

phone out or charging and it gets stolen it is your responsibility. School is not for charging your cell phone.

# 2017-18 Kurt T Shery High School Calendar

September 7	Start of school 8:00 a.m. – Pick up official schedule		
September 26	9:30 a.m. Late Start – Professional Development		
October 3	9:30 a.m. Late Start – Professional Development		
October 9 & 10	Student Free Days – Professional Development		
October 18	5:30 p.m. Back to School Night		
October 19	9:30 a.m. Late Start – Professional Development		
October 31	9:30 a.m. Late Start - Professional Development		
November 3	End of 1st quarter		
November 10	Veteran's Day Holiday		
November 14	9:30 a.m. Late Start - Parent Conferences		
November 22,23,24	Thanksgiving Holiday		
December 5	9:30 a.m. Late Start - Professional Development		
December 19	9:30 a.m. Late Start – Holiday Breakfast social		
December 22-January 5	Winter Break (Return on January 8)		
January 15	M. L. King, Jr. Holiday		
January 23	9:30 a.m. Late start - Professional Development		
January 26	End of First Semester		
February 6	9:30 a.m. Late Start – Professional Development		
February 12	Lincoln's Birthday Holiday		
February 19	President's Day Holiday		
February 27	9:30 a.m. Late Start – Professional Development		
March 13	9:30 a.m. Late Start – Professional Development		
March 20	9:30 a.m. Late Start – Professional Development		
March 26-30	Spring Break		
April 3	9:30 a.m. Late Start - Professional Development		
April 6	End of 3 <sup>rd</sup> quarter		
April 18	Night Parent Conferences		
April 19	9:30 a.m. Late Start – Professional Development		
May 1	9:30 a.m. Late Start - Professional Development		

May 22	9:30 a.m.	Late Start - Professional Development
May 28	Memorial Day Holiday	
June 5	9:30 a.m.	Late Start – Professional Development
June 12	9:30 a.m.	Late Start – Professional Development
June 19	4:00 p.m.	Graduation - Torrance High Auditorium
June 21	Last Day of School	
June 22	Student Free Day – Professional Development	