



2022-23 Phase Four: Professional Development Plan for Districts
for School Year 2023-2024_03312023_07:42

2022-23 Phase Four: Professional Development Plan for Districts for School Year
2023-2024

Elliott County
Debbie Stephens
PO Box 767
Sandy Hook, null, 41171

Table of Contents

2022-23 Phase Four: Professional Development Plan for Districts for School Year 2...	3
Attachment Summary	8

2022-23 Phase Four: Professional Development Plan for Districts for School Year 2023-2024

The purpose of this diagnostic is to support the district in designing and implementing a professional development plan that aligns to the goals established in [KRS 158.6451](#) and the local needs assessment. The basis of the professional development plan aligns to [704 KAR 3:035](#), which states the following:

Annual Professional Development Plan:

Section 2. Each local school and district shall develop a process to design a professional development plan that meets the goals established in [KRS 158.6451](#) and in the local needs assessment. A school professional development plan shall be incorporated into the school improvement plan and shall be made public prior to the implementation of the plan. The local district professional development plan shall be incorporated into the district improvement plan and posted to the local district Web site prior to the implementation of the plan.

Section 3. Each school and local district professional development plan shall contain the following elements:

1. A clear statement of the school or district mission
2. Evidence of representation of all persons affected by the professional development plan
3. A needs assessment analysis
4. Professional development objectives that are focused on the school or district mission, derived from the needs assessment, and specify changes in educator practice needed to improve student achievement; and
5. A process for evaluating impact on student learning and improving professional learning, using evaluation results

Research demonstrates a positive link between high-quality professional learning (HQPL), teaching practices and student outcomes. Effective professional learning not only has the potential to improve both classroom instruction and student outcomes, but also it can be effective in recruiting and retaining teachers. When designing and/or selecting HQPL at the local level, it is important to ensure alignment to the characteristics of [High-Quality Professional Learning](#).

1. What is the district's mission?

Kids First Always!

2. The needs assessment provides the framework for **all** districts to clearly identify their most critical areas for improvement that will be addressed in the planning process through the development of goals, objectives, strategies, and activities.

Based on the most critical areas for improvement identified in the completed needs

assessment per [703 KAR 5:225](#) (3), what are the district's **top two focus areas** requiring professional development that support continuous improvement? The critical areas should focus on the needs assessment findings.

The top two priorities for Professional Development that support continuous improvement will align with implementation of Portrait of a Learner (PoL) in conjunction with Deeper Learning. Professional Development will focus on supporting teachers with district's PoL implementation during the 2023-24 school year for all content areas. Deeper Learning Professional Development will support all teachers through an intentional focus on evidence based best practices within all disciplines.

3. How do the identified **top two focus areas** requiring professional development relate to district goals?

The top two focus areas require professional development relate to the district goals of PoL implementation and Deeper Learning. The PoL professional learning will focus on providing support for teachers to design lessons/activities that around PoL descriptors-addressing academic and dispositions to ensure that students are acquiring both as students in Elliott County School System. Deeper Learning Professional Development will support teachers to develop more vibrant learning experiences for the students in Elliott County Schools to ensure that our students are confident in their abilities for college, vocational school, or when entering the work force.

4a. For the first focus area, what are the **specific** objectives for the professional development aligned to the district goal(s)? Consider the long- and short-term changes that need to occur in order to meet the goal.

PoL objectives include combining academic expectations with skills and dispositions outline in Elliott County's PoL. Teachers will learn how to evaluate current lessons and activities to address the skill and dispositions in PoL and gain and understanding of ways to incorporate the two to maximize student success. This is a process that teachers will refine and revise as initial implementation transforms into full implementation across all grades levels and all disciplines.

ATTACHMENTS

Attachment Name

 PD

4b. What are the intended results of the professional development as related to the specific objectives in (a)? (student outcomes; educator beliefs, practices, etc.)

Elliott County students be confident to succeed post graduation in college, vocational school, or be ready to enter the work force. Teachers will gain

understanding that focuses on combining academic expectations with PoL skills and dispositions needed to be successful in life.

4c. How will professional development be monitored for evidence of implementation?

i. What data (student work samples, grade-level assessments, classroom observations, etc.) will be considered and gathered?

ii. Who is responsible for gathering data? (teachers, coaches, administrators, etc.)

iii. How frequently will data be analyzed? (monthly, quarterly, etc.).

The professional learning will be monitored for evidence of implementation through the compiled evidence of learning. During the implementation of PoL, teachers will work with students to compile evidence to defend their learning during the each school year. Schools will determine how the student evidence will be housed as well as who will defend and how the defense will be conducted.

4d. What will be the indicators of success? Consider the completed actions or markers that need to occur that would indicate the goals and objectives have been achieved.

Please describe in detail.

The indicators of success will be teacher knowledge of the PoL as measured by principal observations and student evidence of skills and dispositions of PoL.

Reviewing students evidence of skills and dispositions will confirm their level of understanding of learning that enhanced their educational opportunities.

4e. Who is the **specific** targeted audience for the professional development? (i.e., elementary mathematics teachers)

All Elliott County teachers will be required to implement PoL. Instructional assistants will benefit to build their understanding of PoL competencies along with the skills and dispositions.

4f. What **specific** resources are needed to support the professional development? (staff, funding, technology, **specific** instructional resources, professional development support from vendors, release time for professional learning, etc.)

Teacher training and support during implementation is the only additional resource that would be required. UK Next Gen is providing training for District Deeper Learning team to roll out the implementation of PoL during summer of 2023.

4g. What **specific** ongoing supports will be provided for professional development implementation? (i.e., district level coaches will work with teacher teams monthly as professional development is implemented, building level coaches will lead monthly professional learning communities using instructional resources from professional development, teacher leaders will meet bi-monthly to analyze student work based on

evidence from professional development, release time for groups of teachers to plan together using specific instructional resources, a mathematics consultant to meet once a month with grade level math teacher teams September through April, etc.) The ongoing supports should be connected to the specific professional development identified as the priority.

Monthly PLC meetings conducted with the Deeper Learning team throughout the district will provide ongoing support. Monthly sessions with UK Next Gen will continue throughout 2023-24 school year to support implementation of PoL.

5a. For the second focus area, what are the **specific** objectives for the professional development aligned to the district goal(s)? Consider the long- and short-term changes that need to occur in order to meet the goal.

Teachers will gain an understanding of Deeper Learning and how to implement effectively in PD. Honing in on deeper Learning as set of student outcomes that includes mastery of essential academic content; thinking critically and solving complex problems; working collaboratively and communicating effectively; having an academic mindset, and being empowered through self-directed learning.

5b. What are the intended results of the professional development as related to the specific objectives in (a)?

Teachers can foster deeper learning by providing careful feedback, assigning comparison tasks, and encouraging robust class discussions. Teachers will facilitate learning so students make connections between facts and procedures and develop enduring understandings and essential principles within a discipline.

5c. How will the professional development be monitored for evidence of implementation?

i. What data (student work samples, grade-level assessments, classroom observations, etc.) will be considered and gathered?

ii. Who is responsible for gathering data? (teachers, coaches, administrators, etc.)

iii. How frequently will data be analyzed? (monthly, quarterly, etc.)

The professional development will be monitored through classroom observations, lesson plans, and student work/projects. During monthly PLC meetings, teachers and administrators will analyze impact based on classroom observations, lesson plans, and student work.

5d. What will be the indicators of success? Consider the completed actions or markers that need to occur that would indicate the goals and objectives have been achieved.

Please describe in detail.

The indicators of success for implementation of deeper learning will be based on teacher sustainability, teacher knowledge, and instructional opportunities. The indicators of success will be measured by principal observations, teacher implementation, and student evidence of learning through analysis.

5e. Who is the **specific** targeted audience for the professional development impacted by this component of professional development? (i.e., elementary mathematics teachers)

All teachers and para professionals are the intended audience for the deeper learning professional development.

5f. What **specific** resources are needed to support the professional development? (staff, funding, technology, **specific** instructional resources, professional learning support from a vendor, release time for professional learning, etc.)

Teacher training and support during implementation is the only additional resource that would be required. UK Next Gen is providing training for District Deeper Learning team to roll out the implementation of during 2023-24.


5g. What **specific** ongoing supports will be provided for professional development implementation? (i.e., district level coaches will work with teacher teams monthly as professional development is implemented, building level coaches will lead monthly professional learning communities using instructional resources from professional development, teacher leaders will meet bi-monthly to analyze student work based on evidence from professional development, a mathematics consultant to meet once a month with grade level math teacher teams September through April, etc.) The ongoing supports should be connected to the specific professional development identified as the priority.

Monthly PLC meetings conducted with the Deeper Learning team throughout the district will provide ongoing support. Monthly sessions with UK Next Gen will continue throughout 2023-24 school year to support implementation of PoL.

6. Optional Extension: If your district has identified additional professional development priorities you would like to include, you may upload an attachment with the answers to question 3 and a-g as seen in questions 4 and 5. If you do not wish to include an optional extension, please list N/A in the space provided below.

NA

Attachment Summary

Attachment Name	Description	Associated Item(s)
 PD	Outline of PD Plan	• 4a