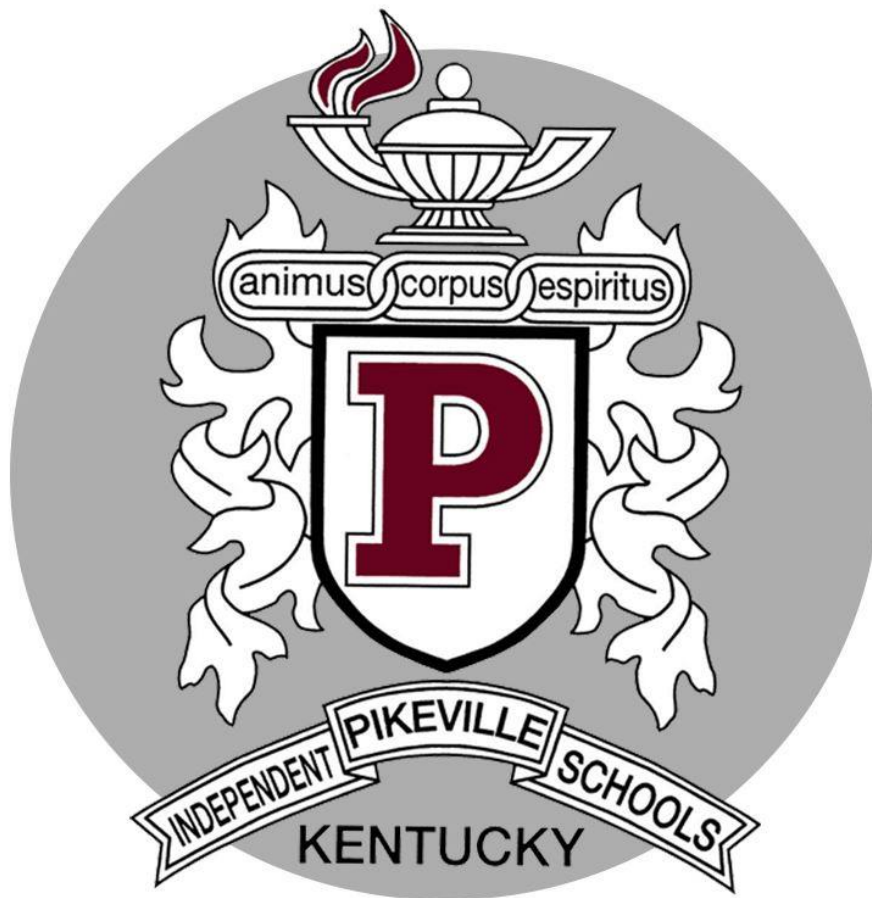


Professional Development Plan

July 2023 – June 2024



Pikeville Independent Schools

148 Second Street
Pikeville, KY 41501
(606)432-8161

Pikeville.kyschools.us

Mission Statement

At Pikeville Independent Schools, we provide a meaningful, integrated education in a positive, nurturing environment to develop each student as a lifelong learner and a responsible citizen in a global community.

District Beliefs

What we believe about student learning:

- Every child can learn.
- Every child must have access to equitable learning opportunities.
- Everyone in the district is responsible for student achievement.

What we believe about teaching:

- Teachers are facilitators.
- Students must be actively engaged in learning.
- Student data through constant formative, summative, and benchmark assessments must be obtained to help students achieve at higher levels.

What we believe about schools:

- Schools are based on the *needs of students*.
- Schools must be a place where students have positive relationships with caring adults.
- Schools create well-rounded students who develop academically, morally, creatively, and productively.

Professional Development District Plan

Based on student data, needs of the district, teacher growth plans, previous professional development opportunities, as well as teacher survey results, the district offers the following areas of professional development activities:

I. Increased student learning

- Data collection/analysis of classroom assessment to drive instructional practices
- Implementation of Kentucky Common Core Standards - Curriculum Mapping
- Eliminate the achievement of gap groups through differentiated instruction
- Ensure student success by implementing a multi-tiered system of support
- Effective use of our High-Quality Instructional Resources
- Use professional learning opportunities to enhance instruction

II. Providing a safe and positive school environment

- Ensuring safe classrooms by providing physical, psychological, & emotional supports
- Use of Positive Behavioral Intervention and Supports (PBIS) to enhance academic and social behavior outcomes for all students

III. Understanding the legal boundaries of school districts (laws & regulations)

Purpose

The purpose of the Pikeville Independent Schools Professional Development Plan is to continue lifelong learning in the field of education and improve teacher knowledge for the purpose of student growth and achievement.

Goals

The professional development program will provide for the following:

- Lifelong learning, follow-up, support for all teachers
- Teacher mentorship
- Opportunities for teachers to share knowledge on teaching practices
- Continuous improvement in student achievement
- Focus on College and Career Readiness and life-long learning for students

Objectives

- Analyze and interpret student data and implement research-based classroom strategies and differentiated instruction
- Understand and teach the state's curriculum standards and practices with the use of high-quality instructional resources
- Support our students to develop into well-rounded individuals that have a solid educational foundation, as well as a solid knowledge of important life skills
- Participate in flexible professional development opportunities in specific teaching areas to improve overall teaching and learning.

District Policies

[Pikeville Independent Professional Development Policies and Procedures](#)

State Statute 156.095

[Professional Development Kentucky Statute](#)

Needs Assessment

- Comprehensive School Improvement Plan
- Comprehensive District Improvement Plan
- Teacher Surveys
- Data Analysis of Student Performance
- Teacher Professional Growth Plans
- Classroom observation and walk-through data

Professional Development Evaluation

- Professional Development Evaluation Google Form
- Data Analysis of Student Performance
- Teacher Evaluations/Professional Growth Plans

Delivery

Professional Development activities will include and utilize a variety of delivery methods including, but not limited to:

In-Person Training

- Educational Cooperative Trainings
- Hands-On Learning
- Flexible Learning – prior approval required

Online Training

- Online (resource webinars, etc.)
- Flexible Learning – prior approval required

Professional Development Days

Attendance Guidelines

- All staff are required to attend professional development, sign in at the school's front office, and follow the professional development agenda provided by the district. (*Exception: Counselors and other district administrators are required to receive 21 hours of EILA credit and may be assigned other duties on PD days*).
- Professional development must be held on non-instructional calendar days or outside of the regular scheduled hours on instructional school day (or weekends).
- Teachers who do not participate in required professional development days will receive make-up days provided by the professional development coordinator or building principal/assistant principal.

Flexible Professional Development Days

PD Flex Days are approved by the district to allow *certified personnel* to participate in professional learning activities outside the PD days scheduled in the school calendar or outside the regularly scheduled hours of the schoolwork day.

Certified Personnel can use flexible PD to receive credit toward 6 hours of the 24 required PD hours within the 185-day adopted school calendar.

Pre-approval for Flex PD must be acquired by either the District PD Coordinator or building principal/assistant principal. All approved flexible PD must be kept on file (hard copy or electronic copy) at the district's central office.

- Approval is based upon:
 - The definition of high-quality professional development
 - Teacher goals
 - Teacher professional growth plan
 - Availability of school funds to support participation

**Flexible professional development must be completed by February 12, 2024.*

Paraprofessional Staff

Paraprofessionals work with students throughout our school buildings and will therefore be required to participate in professional development activities.

Paraprofessionals do not participate in flexible professional development, and will therefore use the February professional development day as a regular work day.

Professional Development Activities

Activities that CAN be used for PD include but are not limited to:

- Trainings conducted after school hours which increases teacher knowledge to improve the academic achievement of students.
- Conferences attended after school hours that increases teacher knowledge to improve the academic achievement of students

Activities that CANNOT be used for PD include but are not limited to:

- Time spent during or after school hours working in your classroom
- Time spent during or after school hours preparing lesson plans or presentations
- Time spent during or after school working on IEPs, 504 plans, or GT plans

- Time spent during or after school hours taking students to competitions, athletic events, or field trips
- Time spent in graduate classes
- Time spent at a workshop or training during school hours
- Time spent during or after school hours at band formations, sports clinics or trainings
- Time spent writing grants
- Time spent after school hours for back-to-school nights, parent-teacher conferences, faculty meeting or school activities, CPR training
- Time spent with a student teacher or teacher intern
- Time spent reading a professional book after school hours

Professional Development & Training Overview Calendar

Month/Year	2023-2024 PD Days
August 2023	<ul style="list-style-type: none"> • 8/7/23 - Full PD • 8/8/23 - PD/Planning
October 2023	<ul style="list-style-type: none"> • 10/5/23 - PD/Planning
November 2023	<ul style="list-style-type: none"> • 11/7/23 - PD/Planning
January 2024	<ul style="list-style-type: none"> • 1/2/24 - PD/Planning
February 2024	<ul style="list-style-type: none"> • 2/12/24 – Full PD (Flex)

Administrator Professional Development Effective Instructional Leadership Act (EILA)

Requirements for Pikeville Independent District Administrators:

- All district administrators must annually complete 21 Effective Instructional Leadership Act (EILA) hours of intensive training “designed to improve and maintain the quality of effectiveness of instructional leadership in the public schools of the Commonwealth” ([KRS 156.101](#)).
- Building Principals/Assistant Principals must complete updated personnel evaluation training annually as required by state law ([KRS 156.557](#) & [704 KAR 3:370](#)).
 - Experienced evaluators must complete 6 hours of updated personnel evaluation training annually *in addition to* the EILA hours.
 - First year evaluators must complete 18 hours of personnel evaluation training *in addition to* the EILA hours.

**All questions pertaining to EILA credit should be directed to the District PD Coordinator.*