**Elizabethtown Independent Schools**

**2017/18 Professional Development Plan**

The mission of Elizabethtown Independent Schools is to provide an education that embodies…

***A Tradition of Excellence: High Standards…Each Student…Every Day***

**Data Collection Needs Assessment:**

**EIS District: The EIS district leadership team met a number of dates to analyze multiple measures of data including state assessment accountability data, 2015 TELL Survey perception data, Equitable Access data, Look 2 Learning district walk through data, and PGES summative evaluation data. The purpose of the sessions was to look at these sets of data using a team process that focuses on analyzing and prioritizing data to improve instructional practices. The team began by brainstorming questions we want to know about our district.**

**The district leadership team identified two major areas for improvement - Gap Group and Proficiency Rate scores. The district will focus on three strategies to address these areas in need of improvement. These three strategies follow:**

**1. Implementing Best Practices in Curriculum and Instruction**

**2. Improving Teacher and Leader Effectiveness**

**3. Promoting an Inclusive Culture**

**These strategies will be utilized to address the significant gap in achievement that exists between our district's non-duplicated gap group students and those students who do not fall in that category. Gap scores were the lowest of all category scores at all grade levels.**

**Professional Development for 2017/18:**

* **A total of 24 hours of professional development must be completed by each teacher no later than May 31, 2018.**
* **The 24 hours of professional development will be outlined as follows:**
* **District – 6 hours**
* **School – 12 hours**
* **Flexible Teacher – 6 hours**

*Identify the activities in the table below for the four professional development dates in approved district calendar. If school PD will be held on alternate date than what is scheduled in the district calendar, please indicate the alternate date in the “District Calendar Date” column in parenthesis.*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***District Calendar Date*** | ***School***  ***Or***  ***District*** | ***CSIP*** | ***Description of Content of Professional Learning Goal*** | ***Specific Supporting Resources, as needed (include $ amount and funding source)*** | ***Location*** | ***Facilitator(s)*** |
| **PD Day #1**  **August 1** | **School**  **(6 hours)** |  | ***See School specific PD plans school level activities.*** |  |  |  |
| **PD Day #2**  **August 2** | **District**  **(6 hours)** | **Applicable Goals: Proficiency, CCR, and Graduation** | ***Student Engagement: The Tech and the Task* – EIS teachers will participate in this workshop to enhance understanding of what naturally engages learners and match that to the power of technology in the classroom.** | **Consultant fee for John Antonetti, Colleagues on Call**  **Title I ($5,500)** | **TBD** | **John Antonetti** |
| **PD Day #3**  **August 3** | **School**  **(6 hours)** | **Applicable Goals:**  **Gap, Novice Reduction** | ***Increasing Classroom Performance through Stronger Connections -*As part of 3 hours of school level PD, EIS teachers may participate in professional learning to better understand and build relationships with non-duplicated gap group students as well as learn strategies to more effectively support them in learning.**  **(3 hours)**  ***See School specific PD plans for inclusion in school level plan and/or additional school level activities.***  ***(3 hours)*** | **Consultant Fee for Tara Brown, The Connection Coach**  **Title I ($4,500)**  **Copies of Different Cultures: Common Ground – 85 Proven Strategies to Connect in your Classroom by Tara Brown for each teacher**  **Title I ($2,400)** | **EHS Commons** | **Tara Brown** |
| **PD Day #4**  **August 4** | **Flexible Teacher**  **(6 hours)** | **Applicable Goals will vary depending on individual teacher professional development choices** | **EIS teachers will participate in 6 hours of individualized, self-chosen professional development. Teachers will select from a list of district approved options and/or obtain prior approval from their school administration and Assistant Superintendent for Student Learning.** | **Registration fees in the amount of $100 per teacher**  **Title II ($16,000)** | **Will vary depending on individual teacher professional development choices** | **Will vary depending on individual teacher professional development choices** |

**Additionally, teachers will be required to complete mandatory training as assigned including but not limited to the following:**

* **PGES Peer Observation**
* **PBIS Restraint and Seclusion**
* **Sexual Harassment**
* **Suicide Prevention**
* **Medication**
* **Bloodbourne Pathogen**
* **Reporting Child Abuse and Neglect**

**KRS does not allow mandatory training to serve as professional development.**

**Elizabethtown Independent Schools – Elizabethtown High School**

**2017/18 Professional Development Plan**

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**Data Collection Needs Assessment:**

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**The district leadership team identified two major areas for improvement - Gap Group and Proficiency Rate scores. The district will focus on three strategies to address these areas in need of improvement. These three strategies follow:**

**1. Implementing Best Practices in Curriculum and Instruction**

**2. Improving Teacher and Leader Effectiveness**

**3. Promoting an Inclusive Culture**

**These strategies will be utilized to address the significant gap in achievement that exists between our district's non-duplicated gap group students and those students who do not fall in that category. Gap scores were the lowest of all category scores at all grade levels.**

**Professional Development for 2017/18:**

* **A total of 24 hours of professional development must be completed by each teacher no later than May 31, 2018.**
* **The 24 hours of professional development will be outlined as follows:**
* **District – 6 hours**
* **School – 12 hours**
* **Flexible Teacher – 6 hours**

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| --- | --- | --- | --- | --- | --- | --- |
| ***District Calendar Date*** | ***School***  ***Or***  ***District*** | ***CSIP*** | ***Description of Content of Professional Learning Goal*** | ***Specific Supporting Resources, as needed (include $ amount and funding source)*** | ***Location*** | ***Facilitator(s)*** |
| **PD Day #1**  **August 1** | **School**  **(6 hours)** | **Proficiency, CCR, GAP, Graduation** | **The use of Google Classroom to provide teachers with specific tools to increase engagement and facilitate the PLC process more efficiently.** | **$795 from EHS PD Fund** | **EHS Computer Labs** | **Justin Line, Jane Conway, Michelle Deon, Christa Brangers and Rex Hanson** |
| **PD Day #2**  **August 2** | **District**  **(6 hours)** | **Applicable Goals: Proficiency, CCR, and Graduation** | ***Student Engagement: The Tech and the Task* – EIS teachers will participate in this workshop to enhance understanding of what naturally engages learners and match that to the power of technology in the classroom.** | **Consultant fee for John Antonetti, Colleagues on Call**  **Title I ($5,500)** | **TBD** | **John Antonetti** |
| **PD Day #3**  **August 3** | **School**  **(6 hours)** | **Applicable Goals:**  **Gap, CCR, and Graduation** | ***De-escalation Tools for the School Setting***  ***3 hours in the morning***  ***Trauma Informed Instruction and***  ***PASS Refresher***  ***3 hours in the afternoon*** | **No funding needed** | **EHS Commons** | **Merle Young**  **Carole Brown** |
| **PD Day #4**  **August 4** | **Flexible Teacher**  **(6 hours)** | **Applicable Goals will vary depending on individual teacher professional development choices** | **EIS teachers will participate in 6 hours of individualized, self-chosen professional development. Teachers will select from a list of district approved options and/or obtain prior approval from their school administration and Assistant Superintendent for Student Learning.** | **Registration fees in the amount of $100 per teacher**  **Title II ($16,000)** | **Will vary depending on individual teacher professional development choices** | **Will vary depending on individual teacher professional development choices** |

**Additionally, teachers will be required to complete mandatory training as assigned including but not limited to the following:**

* **PGES Peer Observation**
* **PBIS Restraint and Seclusion**
* **Sexual Harassment**
* **Suicide Prevention**
* **Medication**
* **Bloodbourne Pathogen**
* **Reporting Child Abuse and Neglect**

**KRS does not allow mandatory training to serve as professional development.**

**T.K. Stone Middle School**

**2017/18 Professional Development Plan**

**TKS PD Needs Assessment:**

**TKS Middle School : The TKS Planning Committee and the TKS SBDM met over a number of dates to analyze multiple measures of data including PD feedback from teachers, state assessment accountability data, Gap Analysis data, Look 2 Learning walk through data, and district initiatives . The purpose of the sessions was to look at the data and information to prioritize professional learning and school focuses geared towards improvement of instructional practices. The Planning Committee department reps also met with individual departments between sessions to gather additional input and information regarding specific department needs for professional development and reported back to the committee which sent recommendations to SBDM.**

**The Planning committee and SBDM identified the following two areas for school improvement priorities: Overall Core Instruction (proficiency) levels and Gap Group performance. To address needs and to foster growth in these areas, the school will strategies follow:**

**1. Continue the work of Effective Professional Learning Communities and improved teacher effectiveness using TPGES and Best Practices in Curriculum and Instruction**

**2. Promoting an Inclusive School Culture that focuses on learning for all students**

**These strategies will be utilized to improve instruction and to address the persistent gap in achievement that exists between our school’s non-duplicated gap group students and students who do not fall in that category.**

**Professional Developmentfor 2017/18:**

* **A total of 24 hours of professional development must be completed by each teacher no later than May 31, 2018.**
* **The 24 hours of professional development will be outlined as follows:**
* **District – 6 hours**
* **School – 12 hours**
* **Flexible Teacher – 6 hours**

*Identify the activities in the table below for the four professional development dates in approved district calendar. If school PD will be held on alternate date than what is scheduled in the district calendar, please indicate the alternate date in the “District Calendar Date” column in parenthesis.*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***District Calendar Date*** | ***School***  ***Or***  ***District*** | ***CSIP*** | ***Description of Content of Professional Learning Goal*** | ***Specific Supporting Resources, as needed (include $ amount and funding source)*** | ***Location*** | ***Facilitator(s)*** |
| **PD Day #1**  **June 2** | **TKS School**  **(6 hours)** | **Applicable Goals: Proficiency, Gap, Novice Red.** | **Standards Based Learning, Grading, and Reporting.**  **TKS teachers will participate in professional learning to enhance their ability to use standards based instructional practices in the classroom to enhance student learning outcomes for all students.** | **Thomas Guskey**  **$5000. – (Title 1/**  **K. Bush)** | **TKS Library** | **Thomas Guskey** |
| **PD Day #2**  **August 2** | **District**  **(6 hours)** | **Applicable Goals: Proficiency, CCR, and Graduation** | ***Student Engagement: The Tech and the Task* – EIS teachers will participate in this workshop to enhance understanding of what naturally engages learners and match that to the power of technology in the classroom.** | **Consultant fee for John Antonetti, Colleagues on Call**  **Title I ($5,500)** | **TBD** | **John Antonetti** |
| **PD Day #3**  **August 3** | **TKS School**  **(6 hours)** | **Applicable Goals:**  **Gap, Novice Reduction**  **Applicable Goals:**  **Proficiency; Gap; and Novice Red.** | ***Increasing Classroom Performance through Stronger Connections -*As part of 3 hours of school level PD, EIS teachers may participate in professional learning to better understand and build relationships with non-duplicated gap group students as well as learn strategies to more effectively support them in learning.**  **(3 hours)**  **Growth Mindset (3 hours)**  **Teachers will participate in professional learning to enhance their own growth mindset and learn how to establish a growth mindset classroom/school culture. Initiate “the power of believing you can improve.”** | **Consultant Fee for Tara Brown, The Connection Coach**  **Title I ($4,500)**  **Copies of Different Cultures: Common Ground – 85 Proven Strategies to Connect in your Classroom by Tara Brown for each teacher**  **Title I ($2,400)**  **Mindset Kit.org (Free)** | **EHS Commons**  **TKS Library** | **Tara Brown**  **On-line.**  **(Based on C. Dweck Research and Results)** |
| **PD Day #4**  **August 4** | **Flexible Teacher**  **(6 hours)** | **Applicable Goals will vary depending on individual teacher professional development choices** | **EIS teachers will participate in 6 hours of individualized, self-chosen professional development. Teachers will select from a list of district approved options and/or obtain prior approval from their school administration and Assistant Superintendent for Student Learning.** | **Registration fees in the amount of $100 per teacher**  **Title II ($16,000)** | **Will vary depending on individual teacher professional development choices** | **Will vary depending on individual teacher professional development choices** |

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* **Suicide Prevention**
* **Medication**
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**Elizabethtown Independent Schools – Helmwood Heights**

**2017/18 Professional Development Plan**

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**Data Collection Needs Assessment:**

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**The district leadership team identified two major areas for improvement - Gap Group and Proficiency Rate scores. The district will focus on three strategies to address these areas in need of improvement. These three strategies follow:**

**1. Implementing Best Practices in Curriculum and Instruction**

**2. Improving Teacher and Leader Effectiveness**

**3. Promoting an Inclusive Culture**

**These strategies will be utilized to address the significant gap in achievement that exists between our district's non-duplicated gap group students and those students who do not fall in that category. Gap scores were the lowest of all category scores at all grade levels.**

**As a staff we discussed our assessment results and analyzed trend data. We decided as a group to continue professional development on our reading series that we used this past year, Lucy Calkins series. Our scores in reading were flat over the past five years. As we worked through the series we realized that we still needed some time to learn more on implementation of the series and to incorporate more writing. We also feel that the CASL skills and strategies that we started this year with district would be a very valuable tool for us as a school to do further reading and discuss ways to implement and be successful at assisting our students in becoming self-assessers.**

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| **PD Day #1**  **August 3**  **(June 5)** | **School**  **(6 hours)** | **Novice reduction**  **Increase Proficiency in Rdg** | **3 hour- reviewing L. Calkins series in Writing and Reading.**  **3 hours-during the school year to read and review CASL chapters.** |  |  |  |
| **PD Day #2**  **August 2** | **District**  **(6 hours)** | **Applicable Goals: Proficiency, CCR, and Graduation** | ***Student Engagement: The Tech and the Task* – EIS teachers will participate in this workshop to enhance understanding of what naturally engages learners and match that to the power of technology in the classroom.** | **Consultant fee for John Antonetti, Colleagues on Call**  **Title I ($5,500)** | **EHS Commons** | **John Antonetti** |
| **PD Day #3**  **August 3**  **AND**  **June 2** | **School**  **(6 hours)** | **Applicable Goals:**  **Gap, Novice Reduction** | ***Increasing Classroom Performance through Stronger Connections -*As part of 3 hours of school level PD, EIS teachers may participate in professional learning to better understand and build relationships with non-duplicated gap group students as well as learn strategies to more effectively support them in learning. (3 hours)**  **CASL book-read/discuss strategies and ways to implement into classroom**  **(3 hours)** | **Consultant Fee for Tara Brown, The Connection Coach**  **Title I ($4,500)**  **Copies of Different Cultures: Common Ground – 85 Proven Strategies to Connect in your Classroom by Tara Brown for each teacher**  **Title I ($2,400)**  **CASL book (already purchased)** | **EHS Commons**  **HH lounge** | **Tara Brown**  **M. Motley** |
| **PD Day #4**  **August 4** | **Flexible Teacher**  **(6 hours)** | **Applicable Goals will vary depending on individual teacher professional development choices** | **EIS teachers will participate in 6 hours of individualized, self-chosen professional development. Teachers will select from a list of district approved options and/or obtain prior approval from their school administration and Assistant Superintendent for Student Learning.** | **Registration fees in the amount of $100 per teacher**  **Title II ($16,000)** | **Will vary depending on individual teacher professional development choices** | **Will vary depending on individual teacher professional development choices** |

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* **Sexual Harassment**
* **Suicide Prevention**
* **Medication**
* **Bloodbourne Pathogen**
* **Reporting Child Abuse and Neglect**

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**Morningside Elementary School**

**Elizabethtown Independent Schools**

**2017/18 Professional Development Plan**

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**Data Collection Needs Assessment:**

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| **PD Day #1** | **School**  **(6 hours)** | **Applicable Goals:**  **Proficiency** | ***Reading Units of Study – MES teachers will participate in this one-day conference to accelerate achievement in reading by helping teachers to plan instruction and assessments, align curriculum, and move students towards higher levels in reading.*** | **Consultant fee from Heinemann**  **Title I - $4,000** | **MES** | **Unassigned by Heinemann at this time** |
| **PD Day #2**  **August 2** | **District**  **(6 hours)** | **Applicable Goals: Proficiency, CCR, and Graduation** | ***Student Engagement: The Tech and the Task* – EIS teachers will participate in this workshop to enhance understanding of what naturally engages learners and match that to the power of technology in the classroom.** | **Consultant fee for John Antonetti, Colleagues on Call**  **Title I ($5,500)** | **TBD** | **John Antonetti** |
| **PD Day #3**  **August 3** | **School**  **(3 hours)** | **Applicable Goals:**  **Gap, Novice Reduction** | ***Increasing Classroom Performance through Stronger Connections -*As part of 3 hours of school level PD, EIS teachers may participate in professional learning to better understand and build relationships with non-duplicated gap group students as well as learn strategies to more effectively support them in learning.**  **(3 hours)**  ***See School specific PD plans for inclusion in school level plan and/or additional school level activities.***  ***(3 hours)*** | **Consultant Fee for Tara Brown, The Connection Coach**  **Title I ($4,500)**  **Copies of Different Cultures: Common Ground – 85 Proven Strategies to Connect in your Classroom by Tara Brown for each teacher**  **Title I ($2,400)** | **EHS Commons** | **Tara Brown** |
| **PD Day #3**  **Date TBD** | **School**  **(3 hours)** | **Applicable Goals:**  **Proficiency, Gap, Novice Reduction** | ***Student Engagement using Technology Tools -*As part of 3 hours of school level PD, MES teachers may participate in professional learning to better understand what is possible with Google technology and how it can be utilized with students to incorporate authentic and novel tasks that increase engagement and thereby increase student learning.**  **(3 hours)** | **Consultant Fee for Brooke Whitlow, Certified Google Trainer and Innovator**  **(??)**  **(We are still emailing back and forth. She was supposed to call today but couldn’t.)** | **MES Library** | **Brooke Whitlow** |
| **PD Day #4**  **August 4** | **Flexible Teacher**  **(6 hours)** | **Applicable Goals will vary depending on individual teacher professional development choices** | **EIS teachers will participate in 6 hours of individualized, self-chosen professional development. Teachers will select from a list of district approved options and/or obtain prior approval from their school administration and Assistant Superintendent for Student Learning.** | **Registration fees in the amount of $100 per teacher**  **Title II ($16,000)** | **Will vary depending on individual teacher professional development choices** | **Will vary depending on individual teacher professional development choices** |

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* **PGES Peer Observation**
* **PBIS Restraint and Seclusion**
* **Sexual Harassment**
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**PANTHER ACADEMY**

**2017/18 Professional Development Plan**

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**The district leadership team identified two major areas for improvement - Gap Group and Proficiency Rate scores. The district will focus on three strategies to address these areas in need of improvement. These three strategies follow:**

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**PANTHER ACADEMY: the principal corresponded weekly with both Preschool Team and Kindergarten Team during their PLC time, along with once a month faculty meetings with the combined Teams. In addition, the principal met with teachers individually for a mid-year review to discuss their student growth data, Look 2 Learning data, and professional growth plans. The purpose of these sessions was to look at these areas to improve instructional practices as well as student achievement.**

**These teams have identified the following as needs for improvement:**

**Preschool: Increasing Kindergarten Readiness by attending the Early Childhood Conference to gain strategies for reaching this mostly Gap population primarily in all of the Kindergarten Readiness Components: *Health and Physical Well Being; Social and Emotional Development; Language and Communication Development; Self-Help Skills; and General Knowledge and Mathematics.***

**Kindergarten:Increasing Proficiency in Reading, Writing, and Math for all students by learning strategies and improving the curriculum/instruction to assist ALL students, primarily the gap population.**

**These strategies learned in professional development will be utilized to address the significant gap in achievement that exists between our gap students and those students who do not fall in that category. Response to Learning will be a priority as well as we learn new strategies to keep improvement in this area.**

**Professional Development for 2017/18:**

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| **PD Day #1**  **August 1** | School  (6 hours) | **Applicable Goals: Proficiency in Science and Language Arts (Reading)** | **Understanding the new Science Standards/working out logistics with units & Language Arts (8:30 – 9:30)**  **Lucy Calkins: Improving the Reading Workshop/Logistics (ELA Units) how to fit everything in during the school day and improve reading skills.** | **No Funds Needed** | **Panther Academy** | **David Grossman (TKS)**  **Lead Teacher and Kindergarten Teachers**  **First Grade Teacher(s)** |
| **PD Day #2**  **August 2** | **District**  **(6 hours)** | **Applicable Goals: Proficiency, CCR, and Graduation** | ***Student Engagement: The Tech and the Task* – EIS teachers will participate in this workshop to enhance understanding of what naturally engages learners and match that to the power of technology in the classroom.** | **Consultant fee for John Antonetti, Colleagues on Call**  **Title I ($5,500)** | **TBD** | **John Antonetti** |
| **PD Day #3**  **August 3** | **School**  **(6 hours)** | **Applicable Goals:**  **Gap, Novice Reduction** | ***Increasing Classroom Performance through Stronger Connections -*As part of 3 hours of school level PD, EIS teachers may participate in professional learning to better understand and build relationships with non-duplicated gap group students as well as learn strategies to more effectively support them in learning.**  **(3 hours) 8:30 – 11:30**  **Using Technology to improve the instruction in the classroom. (Google Tech; ESGI Assessment; Smart Board; I pads.) (3 hours) 12:30 – 3:30** | **Consultant Fee for Tara Brown, The Connection Coach**  **Title I ($4,500)**  **Copies of Different Cultures: Common Ground – 85 Proven Strategies to Connect in your Classroom by Tara Brown for each teacher**  **Title I ($2,400)**  **No Funds Needed** | **EHS Commons Area**  **Panther Academy** | **Tara Brown**  **Amy Truitt & Kindergarten Teachers** |
| **PD Day #4**  **August 4** | **Flexible Teacher**  **(6 hours)** | **Applicable Goals: Proficiency in Language Arts (Reading)** | **Lucy Calkins: Improving the Reading Workshop/Logistics (ELA Units) how to fit everything in during the school day and improve reading skills. OR individual PD sessions chose from topics given by the District.** | **No Funds Needed** | **Panther Academy** | **Lead Teacher and Kindergarten Teachers**  **First Grade Teacher(s)** |
| **(JUNE 28 – 30)** | **School/flexible**  **(18 hours)**  **PRESCHOOL ONLY** | Applicable Goals: Novice Reduction | **EARLY CHILDHOOD CONFERENCE: “READY KIDS”: Teachers will learn strategies to help prepare students for kindergarten with emphasis on the at risk population or gap students.** | PRESCHOOL FUNDS  $800 | **Louisville, KY** | **Several Presenters and other School Districts** |

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* **Sexual Harassment**
* **Suicide Prevention**
* **Medication**
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