

Elizabethtown Independent Schools

2018/19 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, 2017 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 district leadership team identified two major areas for improvement - Gap Group and Proficiency Rate scores. The district will focus on four strategies to address these areas in need of improvement.

These strategies follow:

1. Design and Deploy Standards
2. Design and Deliver Instruction
3. Design, Align, and Deliver Support
4. Establishing a Learning Culture and Environment

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 2018-19:

- A total of 24 hours of professional development must be completed by each teacher no later than May 31, 2019.
- 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.

CERTIFIED STAFF

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 July 31	School (6 hours)		See School specific PD plans school level activities.			
PD Day #2 August 1	School (6 hours)		See School specific PD plans school level activities.			
PD Day #3 August 1	District (3 hours)	Applicable Goals: Gap, Novice Reduction	<i>Building Academic Vocabulary</i> – All EIS certified teachers will participate in professional learning about vocabulary integration instructional strategies and work to begin designing a comprehensive approach to implementation.	Funds for resource books and materials, Title II	TBD	Kelli Bush, Shellee Godfrey

PD Day #3 (cont.) August 2	District (3 hours)	Applicable Goals: Gap, Novice Reduction	<i>Increasing Classroom Performance through Stronger Connections</i> – All EIS certified teachers will 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 and manage classroom behaviors.	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown
PD Day #4 August 3	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 Kelli Bush

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
- Bloodborne Pathogen
- Reporting Child Abuse and Neglect

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

CLASSIFIED STAFF

<i>District Calendar Date</i>	<i>School Or District</i>	<i>CSIP</i>	<i>Description of Content of Professional Learning Goal</i>	<i>Specific Supporting Resources, as needed (include \$ amount and funding source)</i>	<i>Location</i>	<i>Facilitator(s)</i>
August 2	District (1.5 hours)	Applicable Goals: Gap, Novice Reduction	<u><i>Increasing Classroom Performance through Stronger Connections</i></u> – All EIS classified staff will 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 and manage behaviors. (1.5 hours)	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown

Elizabethtown High School

2018/19 Professional Development Plan

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Data Collection Needs Assessment:

The EIS district leadership as well as the EHS leadership team met a number of dates to analyze multiple measures of data including state assessment accountability data, 2017 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 district leadership team identified two major areas for improvement - Gap Group and Proficiency Rate scores. Elizabethtown High School will focus on four strategies to address these areas in need of improvement.

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PD Day #1 July 31	School (6 hours)	GAP, Proficiency, CCR	<i>Using Google Documents to embed middle/high thinking and engaging activities.</i>	Amount TBD Source - EHS PD funds	EHS Library Department Computer Labs	Terri Stice EHS Google Team
PD Day #2 August 1 AM	School (3 hours) Morning	GAP	<i>Closing the GAP for students with special needs, from poverty and trauma.</i>	Amount TBD Source - EHS PD funds	EHS Library	Jason Hayes Melissa Butler Presenter TBD BJ Henry
PD Day #2 August 1 PM	District (3 hours)	Applicable Goals: Gap, Novice Reduction	<u>Building Academic Vocabulary</u> – All EIS certified teachers will participate in professional learning about vocabulary integration instructional strategies and work to begin designing a comprehensive approach to implementation.	Funds for resource books and materials, Title II	TBD	Kelli Bush, Shellee Godfrey
PD Day #3 August 1 AM	School (3 hours)	GAP	<i>Closing the GAP for students with special needs,</i>	Amount TBD Source - EHS PD funds	EHS Library	Jason Hayes Melissa Butler Presenter TBD

	Morning		<i>from poverty and trauma. (Cont.)</i>			BJ Henry
PD Day #3 August 2 PM	District (3 hours) Afternoon	Applicable Goals: Gap, Novice Reduction	<u><i>Increasing Classroom Performance through Stronger Connections</i></u> – All EIS certified teachers will 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 and manage classroom behaviors.	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown
PD Day 4 August 3	Flexible Teacher (6 hours)	Applicable Goals will vary depending on individual teacher professional development choices	EHS 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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August 2	District (1.5 hours)	Applicable Goals: Gap, Novice Reduction	<i><u>Increasing Classroom Performance through Stronger Connections</u> – All EIS classified staff will 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 and manage behaviors. (1.5 hours)</i>	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown

TK Stone Middle School

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PD Day #1 July 31	TKS (6 hours)		Re-evaluation, scheduling, and revamp of PBIS student expectations and behavior / matrix ELL Training for staff			TKS Admin
PD Day #2 August 1	TKS (3 hours)					Skip Cleavinger
PD Day #3 August 2	TKS (3 hours)		Second Step Training			TBD
PD Day #2 August 1	District (3 hours)		Building Academic Vocabulary – All EIS certified teachers will participate in professional learning about vocabulary integration and work to begin designing a comprehensive approach to implementation.	Funds for resource books and materials, Title II	TBD	Kelli Bush, Shellee Godfrey
PD Day #3 August 2	District (3 hours)	Applicable Goals:	<u>Increasing Classroom Performance through Stronger Connections</u> – All	Consultant Fee for Tara Brown, The Connection Coach	TBD	Tara Brown

		Gap, Novice Reduction	EIS certified teachers will 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 and manage classroom behaviors. (3 hours)	Title I		
PD Day 4 August 3	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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August 2	District (1.5 hours)	Applicable Goals: Gap, Novice Reduction	<u>Increasing Classroom Performance through Stronger Connections</u> – All EIS classified staff will 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 and manage behaviors. (1.5 hours)	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown

Elizabethtown Independent Schools

Helmwood Heights Elementary School

2018/19 Professional Development Plan

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 - District – 6 hours
 - School – 12 hours
 - Flexible Teacher – 6 hours (Flex PD proposals in red)
 - Special Area and Special Education
 - Classified Staff PD

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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)
Date: June 14	Helmwood Heights (3 hours)	Goal 1,2,4,5, 6 KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment Activity #4 & 5	Growth Mindset and 7 Habits Culture of Learning (Schoolwide Character, Social and Academic Behavior Initiative)	-7 Habits -Visible Learning -Leaders of Their Own Learning Title II ?? KASC Growth Mindset Workshop (3hr or 6 hr training for Turner/teacher) \$\$\$? Growth Mindset Coach by Brock and Hundley \$10.29 x 35=\$360.15 Mindsets in the Classroom by Ricci \$15.65 x 35=\$547.75 Ready to Use Resources for Mindsets in the Classroom \$14.37 x 35=\$502.95	Helmwood Heights	Jessica Turner Carol Ann Christian Heather Paulsen Dana Ingram
	Helmwood Heights	Goal 1, 2, 4, 5	Student Growth and Leadership Binders	-Visible Learning	Helmwood Heights	Jessica Turner

	(2 hours)	KCWP 4: Review, Analyze and Apply Data Activity #1		-Leaders of Their Own Learning -7 Habits Title II ??		Other Consultant?
	Helmwood Heights (1 hours)	Goal 1, 2, 4, 5 KCWP 4: Review, Analyze and Apply Data Activity #2	<i>Student Led Conferences</i>	-Visible Learning Leaders of their Own -Learning -7 Habits Title II ??	Helmwood Heights	Jessica Turner Other Consultant?
Date: June 15	Helmwood Heights (3 hours)	Goal 1, 2, 4, 5 KCWP 1: Design and Deploy Standards Activity #2	<i>Effective Creation and Usage of Learning Targets and Anchor Charts</i>	-Visible Learning -Leaders of their Own Learning -Marzano -CASL Chapter 6 Title II ?? <i>Recording and Representing Knowledge: Classroom Techniques to Help Students Accurately Organize and Summarize Content by Marzano \$16.65 x 35 = \$582</i> <i>Creating and Using Learning Targets and Performance Scales: How Teachers Make Better Instructional Decisions by Marzano \$14.86 x 35 = \$520.10</i>	Helmwood Heights	Jessica Turner Other Consultant?
Ongoing During the	Helmwood Heights (2 hours)	Goal 6 KCWP 5: Design, Align and Deliver Support	<i>Students In Poverty Trauma Informed Instruction</i>	-Eric Jensen's work -GRECC PD materials Title II ??	Helmwood Heights	Jessica Turner Carol Ann Christian Lisa Logue

18/19 school year		KCWP 6: Establishing Learning Culture and Environment Activity #3					
TBD	Helmwood Heights (?? hours)	Goal 1, 2, 4, 5 KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction Activity #1, 2, 3, 4	<i>New Math Program Training</i>	-Math Program Materials Title II ??	Helmwood Heights	Math Program Consultant	
TBD	Helmwood Heights Special Area Teachers (3 hours)		<i>Gifted Education Training -Engaging Gifted Students</i> <i>KAGE</i> <i>-apps for gifted learners</i> <i>-music enrichment</i> <i>-art enrichment</i> <i>Mentoring/Coaching</i>	?? Title II \$300 plus travel	?? Helmwood Heights	Renee Lackey Joann Breunig Susan Ryan KAGE presenters	
TBD	Helmwood Heights Special Education Teachers		<i>Engaging Qualities</i> <i>Thinking Level</i>	??	??	Kelli Bush?	
August 1	District (3 hours)	Applicable Goals: Gap, Novice Reduction	<u><i>Building Academic Vocabulary</i></u> – All EIS certified teachers will participate in professional learning about vocabulary	Funds for resource books and materials, Title II	TBD	Kelli Bush, Shellee Godfrey	

August 2	District (3 hours)	Applicable Goals: Gap, Novice Reduction	integration instructional strategies and work to begin designing a comprehensive approach to implementation. (2 hours – June ?) <u>Increasing Classroom Performance through Stronger Connections</u> – All EIS certified teachers will 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 and manage classroom behaviors. (4 hours – August 2)	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown
PD Day 4 August 3	Flexible Teacher (6 hours)	Applicable Goals will vary 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
HH Flex PD Proposals:						
1. Lucy Calkins (5th Grade Team)						
2. Wilson Reading (SPED resource teachers)						

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3. Book Clubs (Growth Mindset, 7 Habits, Learning Targets (Marzano), Recording and Representing Knowledge (Marzano)
4. PLTW "American Farmers Grow Rural Education" Grant
5. Growth Mindset (A Game Changer for Learning) 3 hr by KASC
6. Developing a Growth Mindset Classroom 6 hr by KASC

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HH Classified PD Plans: (ongoing, once a month, throughout the school year)

1. Learning Targets and Anchor Charts
2. Student Growth and Leadership Binders
3. Students in Poverty and Trauma Informed Instruction
4. Growth Mindset and 7 Habits/Character Education and Academic Behavior Plan

Morningside Elementary School - Elizabethtown Independent Schools

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PD Day #1 July 31	School (3 hours)		Junior Great Books PD	??	MES	Third Grade Teachers (Eriksen, Hatfield, Hayes)
	School (3 hours)		Math PD - depends on the school-wide program decision being made	??	MES	Karla to Coordinate
PD Day #2 August 1	District (3 hours -AM)	Applicable Goals: Gap, Novice Reduction	<u>Building Academic Vocabulary</u> – All EIS certified teachers will participate in professional learning about vocabulary integration instructional strategies and work to begin designing a comprehensive approach to implementation. (3 hours in the morning)	Funds for resources and materials, Title II	TBD	Kelli Bush, Shelley Godfrey
PD Day #2 August 1	School (3 hours -PM)		Practical Application of Strategies - Increasing Rigor and Engagement	??	MES	Karla Buckingham to Coordinate - Would

(cont.)			(I am envisioning some feedback/direction to help them feel more empowered to critique a lesson plan and make it more engaging or more rigorous.)				love to have Kristin, Shellee or Kelli to lead this. But if not, maybe a presenter from the GT email shared by Joanna Breunig/Kelli Bush.
PD Day #3 August 2	School (3 hours -AM)	Applicable Goals: Gap, Growth	Increasing the Strategy Toolbelt with our Most Challenging Students	CJ and I have emailed but have a phone conference scheduled for Friday afternoon 3/23	MES		C.J. Quick of Brighter Futures Counseling
PD Day #3 August 2 (cont.)	District (3 hours -PM)	Applicable Goals: Gap, Novice Reduction	<u>Increasing Classroom Performance through Stronger Connections</u> – All EIS certified teachers will 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 and manage classroom behaviors.	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD		Tara Brown
PD Day 4 August 3	Flexible Teacher (6 hours)	Applicable Goals will vary depending on individual	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	Registration fees in the amount of \$100 per teacher Title II (\$16,000)	Will vary depending on individual teacher professional		Will vary depending on individual teacher professional development choices

		teacher professional development choices	obtain prior approval from their school administration and Assistant Superintendent for Student Learning.		development choices	
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August 2	District (1.5 hours)	Applicable Goals: Gap, Novice Reduction	<i>Increasing Classroom Performance through Stronger Connections – All EIS classified staff will 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 and manage behaviors. (1.5 hours)</i>	amount and funding source)	TBD	Tara Brown
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PANTHER ACADEMY

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PD Day #1 P-June 11 K-June ?	School (6 hours)	Applicable Goals: P/K: Proficiency in targeting & monitoring the Gap Students	<u>P- Improving a System for Early Childhood Intervention/Monitoring & Improved Communication to Parents for Gap Students:</u> All preschool teachers will • Learn how to take unmet outcomes from First Steps (Birth to 3 yrs.) and turn those goals into measurable IEP goals. • Learn how to create graphs based on IEP progress data for the purpose of improving communication & involvement with parents in their child's progress. <u>K-Increasing Classroom Performance through Stronger Connections:</u> All kindergarten teachers will review/read/discuss 17,000 Classrooms Visited Can't Be		Panther Academy	Marci Kauffeld (Speech Pathologist) & Preschool Teachers Carla Kuhn (Lead Teacher), RTL Teachers & Kindergarten Teachers

			<u>Wrong by John Antonetti.</u> They will learn how to use this book as a springboard for adding engaging qualities for each Standard/I Can Statements as well as adding Higher Order Thinking Questions to promote the rigor in the classroom.			
PD Day #2 P-June 12 K-June ?	School (6 hours)	Applicable Goals: K-Proficiency in Improving Instruction to Reduce Gap,Novice Reduction.	P- Continue Day 1's Work. See description above. K- (3hrs.)- <u>Improving Technology in Authentic Way:</u> All kindergarten teachers will learn to improve their skills in technology with the Smartboards, Ipads, Chromebooks and/or computers. K- (3hrs.)- <u>Improving Science Standards and Units:</u> Teachers will develop sequential lessons that align with the science standards and units.	Panther Academy	Marci Kauffeld (Speech Pathologist) & Preschool Teachers Carla Kuhn (Lead Teacher), RTL Teachers, Media Specialist Amy Truitt & Kindergarten Teachers	
PD Day #3 August 1	District (3 hours)	Applicable Goals: Gap, Novice Reduction	<u>Building Academic Vocabulary</u> – All EIS certified teachers will participate in professional learning about vocabulary integration	Funds for resource books and materials, Title II	TBD	Kelli Bush, Shellee Godfrey

PD Day #3 August 2	District (3 hours)	Applicable Goals: Gap, Novice Reduction	instructional strategies and work to begin designing a comprehensive approach to implementation.	Consultant Fee for Tara Brown, The Connection Coach Title I	TBD	Tara Brown
PD Day 4 August 3	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

- Bloodborne Pathogen
- Reporting Child Abuse and Neglect

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

CLASSIFIED STAFF

<i>District Calendar Date</i>	<i>School Or District</i>	<i>CSIP</i>	<i>Description of Content of Professional Learning Goal</i>	<i>Specific Supporting Resources, as needed (include \$ amount and funding source)</i>	<i>Location</i>	<i>Facilitator(s)</i>
August 2	District (1.5 hours)	Applicable Goals: Gap, Novice Reduction	<u><i>Increasing Classroom Performance through Stronger Connections – All EIS classified staff will 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 and manage behaviors. (1.5 hours)</i></u>	Consultant Fee for Tara Brown, The Connection Coach Title I (\$4,500)	TBD	Tara Brown

