


ARMAC COMMITTEE



Teacher Development

JEFFERSON COUNTY PUBLIC SCHOOLS



Professional Development and Learning

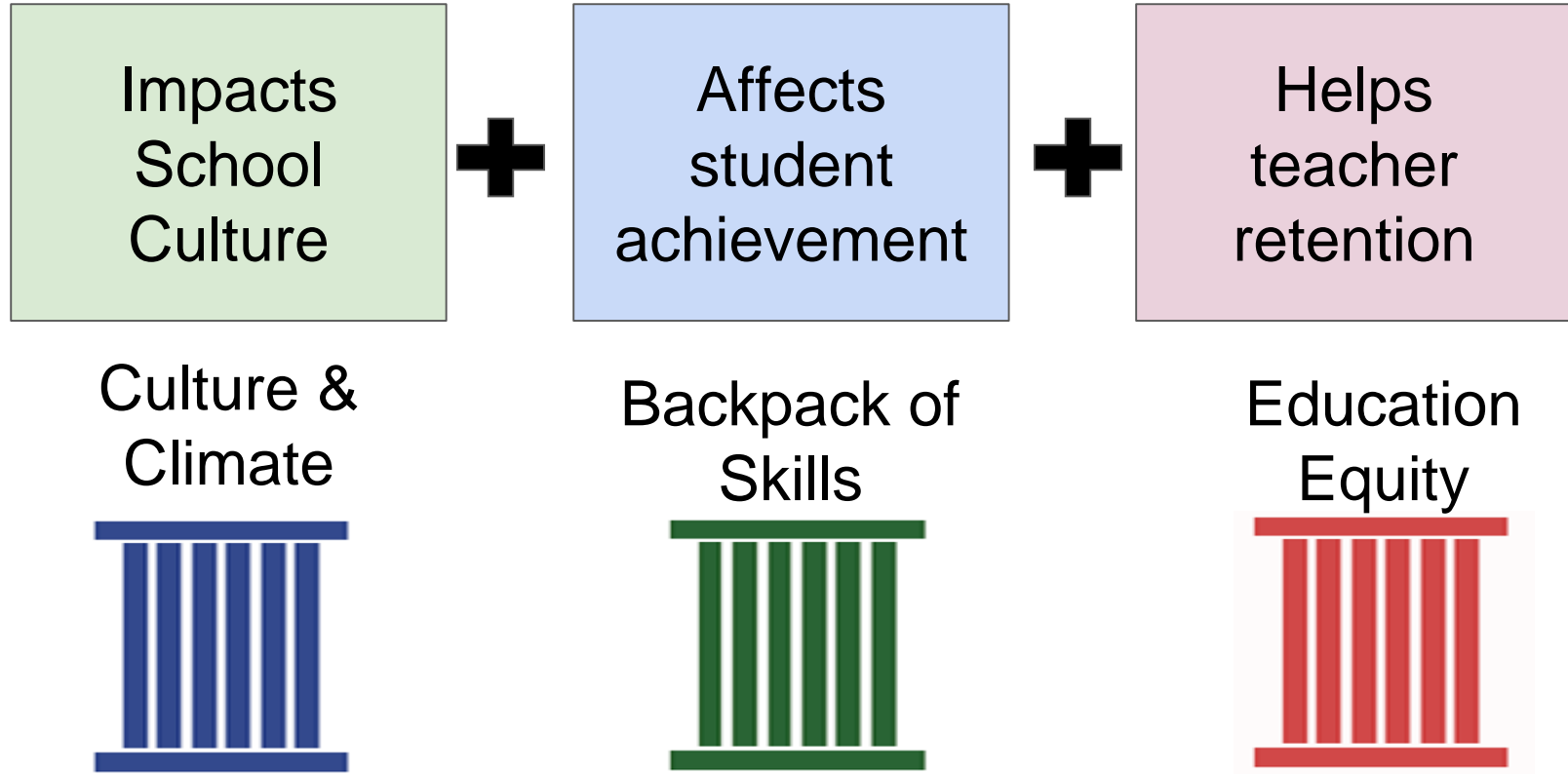
Effective professional learning is designed to improve educator effectiveness and increase student learning outcomes.

 (502) 485-3415  professional.learning@jefferson.kyschools.us

www.jefferson.kyschools.us
Equal Opportunity/Affirmative Action Employer: Offering Equal Opportunity/Advancement

The WHY...

Research shows...teacher leadership & development



Strategic Direction: What outcomes are we seeking?

- Increased number of classrooms meeting and implementing high-quality deeper learning principles
- Increased engagement and sense of belonging for students
- Increased number of teachers participating in professional learning focused on deeper learning
- Increased teacher retention
- Improved literacy and numeracy outcomes



JCPS Theory of Change for Teacher Development

If we...

- Create opportunities for teachers to innovate and solve school-based challenges,
- Move toward more personalized learning opportunities for teachers,
- Focus district-wide and school-based professional learning on deeper learning

THEN we...

- Empower teachers to lead from the classroom to create model classrooms of excellence,
- Build teacher capacity to support student outcomes for deeper learning,
- Experience greater coherence across the district, retaining teachers and improving student learning outcomes.

Current

JCPS Teacher Leadership & Development Initiatives

Academic
Instructional
Coaches
(AICs)

NBCT

Teacher
Mentoring

CTEPS

Emerging Leaders

Aspen
Challenge
Coaches

Ed Camp

Deeper
Learning
Symposium

JCPS
Forward
Ambassadors

JCPS Data Show

Over 4,500 instructional
classified and certified
teachers have
participated or led
Deeper Learning
sessions at the DL
symposium

13% decrease in
suspensions overall
demonstrating improved
engagement

All groups increased in
reaching grade level
benchmarks in Reading
and all groups (except
ECE) at or above 50%
growth in Spring

There are 912,280
artifact tags
recorded for
Backpack of Skills

All groups increased in
reaching grade level
benchmarks in Math and all
groups above 50% growth in
Spring

JCPS Data Show

4,921 hours mentors
spent mentoring new
teachers

284 observations
completed by mentor
teachers

JCPS has had the
fastest growing
number of NBCTs in
the state.
Representing double
digit increase.

42 teachers representing
36 schools over 5 years
participated in CTEPS,
2,955 students &
enhanced instructional
practice of at least 245
colleagues

Over 2,000 more students
reaching grade level
benchmarks in MAP

In 2018-2019, 88% of JCPS
teachers hired, remained in
the school district vs 95% in
2011-2012.

How are the outcomes monitored?

- School Board
- District “Reality Checks”
- Attrition rate
- Comprehensive School Survey (CSS) data
- PD Central evaluation data
- Data dashboard of #s of observations, meetings, mentors, stipends awarded
- MAP and K-PREP data
- Attendance, Behavior, MAP, K-PREP, CSIP, CDIP, Suspension rates, Brigance Kindergarten screening
- Principal, Mentor and New Teacher feedback forms on Google

Risks: What can prevent JCPS from achieving the objective (i.e. what is the risk)?

- **Funding**
- **Time** and contractual agreements/support
- **Reliable system for evaluation** of professional learning
- Consistency in what constitutes **high-quality** for professional learning
- Lack of **differentiated and personalized professional learning**
- Heavy **emphasis on pd credits** vs authentic adult learning experiences



Risk Management: What practices have been put in place to mitigate the risk?

Risks	Risk Management Strategy
Funding	Adequate resources to reach every teacher if pd stipends are required
Time	Exploring Calendar Options Contractual Negotiations
Reliable evaluation system for professional learning	Partner with key leaders in the field to redesign our pd evaluation system Create a system for uploading evidence for learning
Defining Quality for Professional Learning	Establish a PD policy or adopted standards for professional learning
Lack of differentiated and personalized professional learning	Exploring online pd and through micro-credentialing options
Over-emphasis on compliance (pd credits)	Exploring more authentic solutions for what counts for professional learning

Strategic partnerships:

Are there critical partners that JCPS is working with (not looking for a vendor list)?

Center for Teaching Quality

Center for Collaborative Education

Aspen Challenge

2Revolutions

Kentucky Department of Education

Envisions

University Partners



QUESTIONS

