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**Estill County Schools**

**District**

**Professional Learning Plan**

**2021-22**

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| District | Superintendent | Professional Development Coordinator | Plan Begins/End Dates |
| Estill County Schools | **Jeff Saylor** | **Charlotte O’Bryan** | **July 1, 2021-June 30, 2022** |

**PROFESSIONAL LEARNING GOALS- Identify the annual goals of the school based on school’s needs assessment data.**

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| **Goal No.** | **Goal** | **Identified Group** | **Rationale/*** **Sources of Evidence**
 |
| 1 | **Required and New Evaluation update**All evaluators must complete six(6) hours of training each year. KRS 156.557 704 KAR 3:370 | Certified Evaluators | Certified evaluators will be trained by KDE requirements. The training must focus on one or more of the following:1. effective observation and conferencing techniques when using observation to evaluate personnel
2. providing clear and timely feedback
3. establishing and assisting with professional growth plan
4. summative decision techniques
5. ensuring consistent reliable ratings
* Evaluation Training Materials/Agenda
* Attendance
* EILA Certificates
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| 2 | **Required-Bus Driver update** | Bus Drivers | Bus driver 8 hour update and bus assistant 4 hour training |
| 3 |  **Required SBDM Training** | SBDM Councils | * Agenda
* Attendance
* Certificates

All SBDM members understand law, expectations and purpose for council |
| 4 | **New Teacher/Staff Induction**100% of new hires are trained in district systems, procedures and operations | 2021-22 new hirees | New hires need to understand procedures, expectations, and how to operate within district systems.* Sign in sheets
* Certificates
* Agenda/meeting materials
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| 5 | **First Year Teacher Mentorship**Mentors are required to spend a total of 40 out-of class mentoring hours with the first year teachers | First Year Teachers MAT TeachersMentorsCoordinatorPrincipals | Mentors shall divide the consultation time into appropriate increments that provide support for the teacher throughout the semester. The mentoring time should be spread out throughout the internship year with a minimum of 20 out-of-class hours per semester(40 hours total). Mentoring hours should be time spent with the teacher to assist him/her in becoming a successful classroom teacher.* Committee documentation/feedback
* Mentor documentation of out of class activities
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| 7 | **Safe-Crisis Management Training**10% of school staff will be certified/re-certified in Safe Crisis Management | Trent SingletonAll SchoolsSLEO | Based on school safety requirements, each school will have appropriate staff certified in Safe Crisis Management* Sign in sheets
* Certificates
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| 8 | **District Curriculum Alignment**District Curriculum developed in all content areas and loaded on Google Drive | District Teaching and LearningDistrict Curriculum CoachesGrade and Content Teachers | All content areas will revisit curriculum maps, scope and sequence, assessments and targets to ensure:1. Grade appropriate assignments are provided
2. Deep engagement is happening in every classroom
3. High expectations are planned for and evident in every classroom
4. Strong instruction is delivered in every classroom
5. Gaps in instruction are identified in curriculum due to COVID-19 Emergency and addressed
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| 9 | **Digital Learning Training for teachers** | Teachers and District Curriculum Coaches | District Curriculum Coaches will provide professional learning for teachers to develop instructional strategies for Non-Traditional Instruction and Virtual Academies.* Agenda
* Materials
* Video recording of Google or Zoom meeting
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| 11 | **CHARGE and ASPIRE Grants** | K-8th grade CHARGE teachers and Administrators6th-12th Grade Teachers and Administrators | K-8th grade teachers participating in the CHARGE grant will attend professional learning sessions and provide professional learning to other teachers. * Agendas
* Certificates
* Materials
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| 12 | **Instructional Modeling** | District Curriculum CoachesTeachers | District Curriculum Coaches will work with identified teachers to develop instructional practices by modeling classroom strategies. |
| 13 | **Professional Learning for Leaders** | District Leadership Team | 100% of Administrators at all schools participate in professional learning provided in District Leadership Team in order to build capacity throughout the district.  |
| 14 | **Special Education**Chairperson Training | Special Education DirectorARC Chairs | Special Education Director will provide professional learning for ARC Chairs.* Agenda
* Materials
* Certificates
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| 15 | **APEX Learning Platform**  | Principals, teachers | Edgenuity will serve as a resource for Remote Learning for teachers and students to continue learning opportunities* Training
* Agenda
* Sign in sheets
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| 16 | **Required Professional Trainings** | Erika AdamsCharlotte O’Bryan | 100% of all administrators, teachers, and staff will participate in required training to include but not limited to the following* Bloodborne Pathogens
* Active Shooter Training
* PBIS
* Physical Restraint
* Child Abuse
* Non-Disclosure and Special Populations for K-Prep Testing
* Suicide Prevention(ECMS, ECHS)
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**PROFESSIONAL LEARNING ACTIVITIES- Explain how you will reach each Professional Learning Goal(s) above.**

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| **Goal No.** | **Initial Activities** | **Outcome** | **Date** |
| 1 | Evaluation Training Update for certified evaluators | Recertification for certified evaluators | July 2021 |
| 1 | Initial training for new certified evaluators |  Evaluation training for new certified evaluators | September 2021 |
| 2 | Bus Driver Training | All drivers and assistants will complete update training prior to the start of the new school year. | July 2021 |
| 3 | SBDM | All SBDM members understand law, expectations and purpose for council | July 2021 |
| 4 | New Teacher/Staff to the district will participate in (6) six hours of initial training regarding district systems and operating procedures before the school year begins | New teachers/staff learn important district systems that are in place in which they must operate.  | July 2021 |
| 5 | First Year Teacher Mentorship | Committee: First year teacher, Mentor, Principal will:* discuss scores and the supporting evidence for the Kentucky Framework for Teaching components focusing on the teacher’s strengths and priority areas for growth
* Review sources of evidence
* Review Teacher’s self-reflection and PGP completion
* Reconcile the strengths and priority areas identified by the committee with those identified by the teacher on the PGP to agree on the teacher’s professional growth next steps.
 | Refer to logistics of Committee requirements and out of class time. See *Implementation Guide For First Year Teacher Mentorship Program.* |
| 7 | Safe-Crisis Management recertification and initial certification | Recertification and initial certification | July 2021 |
| 8 | Schools will develop professional learning days to revise, develop, district curriculum documents. The expectation is that curriculum development/units will be continued through the work of content and grade level PLCs at the school level | By August 2021, District Curriculum will be created, revised, developed and loaded on Google drive. Assessments, resources, projects etc., will also be loaded with units.  | Schools will determine dates for work. Throughout the 21-22 school year, work will continue in school PLCs.  |
| 9 | Digital Learning Training for Teachers | District Curriculum Coaches will conduct professional learning sessions for teachers for best practices for digital learning. | August 2021-May 2022 |
| 11 | CHARGE and ASPIRE Grants | CHARGE K-8th grade teachers will share professional learning with teachers for Social Studies Instruction. ASPIRE 6th-12th grade teachers will participate and share professional learning with teachers for Social Studies Instruction.  | July 2021-June 2022 |
| 12 | Instructional Modeling | District Curriculum coaches will model high yield instructional strategies for identified teachers | Beginning in August 2021 and continuing during the 2021-22 school year.  |
| 13 | Transfer of Professional Learning from District to schools. 100% of principals will provide professional learning from District PLL meetings to 100% of teachers.  | 100% of school and district administrators at all schools participate in professional learning provided in District Leadership Team but will not be limited to the following: * Book study-”Engaging Students with Poverty in Mind”, by Eric Jensen
* National Institute for School Leaders(NISL)
* Diversity, Equity and Opportunity training
* Social/Emotional/Wellness
 | July 2021-April 2022 |
| 14 | Special Education-Co-Teaching Model Training | ECHS staff will be trained in implementing a Co-teaching model in the classroom | July 2021 |
| 14 | Special Education-ARC Chairperson Training | ARC Chairpersons will be trained and updated | July 2021 |
| 15 | APEX Learning Platform | Success Academy Teachers and Principal will be trained to use APEX as part of resources for students . | July 2021 |
| 16 | State Required Trainings | 100% of all teachers, administrators, and staff will complete trainings to meet state requirements | July 2021 |

**RESOURCES- What materials and resources will be essential for the implementation of the school professional learning plan and how will you pay for it?**

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| **Goal No.** | **Materials & Resources** | **Cost of Implementation** | **Funding Source** |
| 1 | Evaluation Training | $500.00 | General Fund |
| 2 | Bus Driver Training | $0 |  |
| 3 | SBDM Training | $300.00 | General Fund |
| 4 | New Employee Training | $1250.00 | General Fund |
| 5 | First Year Teacher Mentorship | $1000.00 per mentor teacher | Title I |
| 7 | Safe Crisis Management | $1650.00 | General Fund |
| 8 | Curriculum Development/Alignment | $0 |  |
| 9 | Digital Learning for Teachers | $0 |  |
| 11 | CHARGE and ASPIRE | $0 |  |
| 12 | Instructional Modeling | $0 |  |
| 13 | Professional Learning for Leaders | $1000 | General Fund |
| 14 | Special Education: ARC Chairperson Training | $0 | Special Education |
| 15 | APEX | $5000.00 | General Fund |
| 16 | State required trainings | $0 |  |

**Superintendent Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Professional Development Coordinator: Charlotte O’Bryan Date: June 4, 2021**

**COMPLETE THIS PAGE AFTER IMPLEMENTATION**

**EOSY 2021**

**RESULTS OF PD ON STUDENT LEARNING/EDUCATOR GROWTH**- ***By May 2021 or completion of above plan for 20-21***, what evidence indicates the above plan has improved student learning and/or increased educator growth? Did you meet your goal? How do you know?

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| **Goal No.** | **Evidence of Plan Implementation** | **Evidence of Goal Attainment** |
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