



2021-22 Phase Three: Professional Development Plan for Schools_12022021_09:12

2021-22 Phase Three: Professional Development Plan for Schools

North Middle School
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2021-22 Phase Three: Professional Development Plan for Schools

The purpose of this diagnostic is to support the school in designing and implementing a professional development plan that aligns to the goals established in KRS 158.6451 and the local needs assessment. The basis of the professional development plan aligns to [704 KAR 3:035](#), which states the following:

Annual Professional Development Plan:

Section 2. Each local school and district shall develop a process to design a professional development plan that meets the goals established in KRS 158.6451 and in the local needs assessment. A school professional development plan shall be incorporated into the school improvement plan and shall be made public prior to the implementation of the plan. The local district professional development plan shall be incorporated into the district improvement plan and posted to the local district Web site prior to the implementation of the plan.

Section 3. Each school and local district professional development plan shall contain the following elements:

1. A clear statement of the school or district mission
2. Evidence of representation of all persons affected by the professional development plan
3. A needs assessment analysis
4. Professional development objectives that are focused on the school or district mission, derived from the needs assessment, and specify changes in educator practice needed to improve student achievement; and
5. A process for evaluating impact on student learning and improving professional learning, using evaluation results

Research demonstrates a positive link between high-quality professional learning (HQPL), teaching practices and student outcomes. Effective professional learning not only has the potential to improve both classroom instruction and student outcomes, but also it can be effective in recruiting and retaining teachers. When designing and/or selecting HQPL at the local level, it is important to ensure alignment to the characteristics of [High-Quality Professional Learning](#).

1. What is the school's mission?

North Middle School is committed to providing meaningful learning experiences and knowledge that will enable our students to become self-sufficient and active members of our diverse and ever-changing society

2. The needs assessment provides the framework for **all** schools to clearly identify their most critical areas for improvement that will be addressed in the planning process through the development of goals, objectives, strategies and activities.

Based on the most critical areas for improvement identified in the completed needs assessment per [703 KAR 5:225](#) (3), what are the school's **top two priorities** for professional development that support continuous improvement?

North Middle School's top two priorities for professional development support continuous improvement are in Reading and Math.

3. How do the identified **top two priorities** of professional development relate to school goals?

North Middle School's top two priorities for professional development are in Reading and Math

4a. For the first priority need, what are the specific objectives for the professional development aligned to the school goal(s)? Consider the long and short term changes that need to occur in order to meet the goal.

By 2025, students scoring proficient/distinguished in Reading will increase from 62%. Professional development will be focused on this goal in common assessment, co-teaching, department/content based, Discovery Ed, career pathway, STEAM, and special education sessions.

4b. What are the intended results? (student outcomes; educator beliefs, practices, etc.)

The intended result would be an increase in student outcomes of meeting our improvement goals

4c. What will be the indicators of success? Consider the completed actions or markers that need to occur that would indicate the goals and objectives have been achieved.

Indicator of success will be that our goal is met or significant and notable improvement was made for all students.

4d. Who is the targeted audience for the professional development?

North Middle School faculty and staff are the targeted audience for professional development.

4e. Who is impacted by this component of professional development? (students, teachers, principals, district leaders, etc.)

North Middle School students are impacted by this component of professional development

4f. What resources are needed to support the professional development? (staff, funding, technology, materials, time, etc.)

Funding, materials, and time are most crucial to the successful implementation of professional development.

4g. What ongoing supports will be provided for professional development implementation? (coaching, professional learning communities, follow up, etc.)

Ongoing supports include, but are not limited to; PLC follow up, coaching, discussion, and evaluation.

4h. How will the professional development be monitored for evidence of implementation? Consider data (student work samples, grade-level assessments, classroom observations, etc.) that will be gathered, persons responsible and frequency of data analysis.

Common assessments, classroom observations, IReady data, and PLC feedback will be used to monitor evidence of implementation. Admin, team leaders, and faculty will be responsible for monitoring evidence of implementation

5a. For the second priority need, what are the specific objectives for the professional development aligned to the school goal(s)? Consider the long and short term changes that need to occur in order to meet the goal.

By 2025, students scoring proficient/distinguished in Math to 49.8%. Professional development will be focused on this goal in common assessment, co-teaching, department/content based, Discovery Ed, career pathway, STEAM, and special education sessions.

5b. What are the intended results? (student outcomes; educator beliefs, practices, etc.)

The intended result would be an increase in student outcomes of meeting our improvement goals

5c. What will be the indicators of success? Consider the completed actions or markers that need to occur that would indicate the goals and objectives have been achieved.

Indicator of success will be that our goal is met or significant and notable improvement was made for all students

5d. Who is the targeted audience for the professional development?

North Middle School faculty and staff are the targeted audience for professional development.

5e. Who is impacted by this component of professional development? (students, teachers, principals, district leaders, etc.)

North Middle School students are impacted by this component of professional development

5f. What resources are needed to support the professional development? (staff, funding, technology, materials, time, etc.)

Funding, materials, and time are most crucial to the successful implementation of professional development

5g. What ongoing supports will be provided for professional development implementation? (coaching, professional learning communities, follow up, etc.)

Ongoing supports include, but are not limited to; PLC follow up, coaching, discussion, and evaluation

5h. How will the professional development be monitored for evidence of implementation? Consider data (student work samples, grade-level assessments, classroom observations, etc.) that will be gathered, persons responsible and frequency of data analysis.


Common assessments, classroom observations, IReady data, and PLC feedback will be used to monitor evidence of implementation. Admin, team leaders, and faculty will be responsible for monitoring evidence of implementation

6. Optional Extension: If your school has identified additional professional development priorities that you would like to include, you may upload an attachment with the answers to question 3 and a-h as seen in questions 4 and 5. If you do not wish to include an optional extension, please list N/A in the space provided below.

North Middle School

NA

Attachment Summary

Attachment Name	Description	Associated Item(s)
 NMS PD PLAN		.