



2021-22 Phase Three: Professional Development Plan for Schools_11222021_13:13

2021-22 Phase Three: Professional Development Plan for Schools

West Hardin Middle School
Kenneth Elmore

10471 Leitchfield Road
Cecilia, Kentucky, 42724
United States of America

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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?

West Hardin Middle School will empower and inspire all students to apply the knowledge, skills and attitude necessary to be problem solvers, achieve personal success, and contribute responsibly to their communities.

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?

1) Focusing on thoughtful ed classroom strategies that promote student learning in all areas, in all classrooms. 2) Classroom strategies that focus on differentiation with the use of data with a focus on improving student growth in reading and math as well as SEL for students & staff.

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

They are directly aligned with our current school goals as listed in our CSIP

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.

All teachers will attend our Joel Katte PD "IGNITE". Teachers will use strategies learned in this PD and implement them into their classrooms and lessons.

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

Staff will focus more on students SEL (social/emotional learning) as well as prioritize thier own SEL needs which will create a more caring, student centered classroom learning environment.

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.

Admin will do walkthroughs to observe classrooms. Joel Katte will do 1 day of follow up with teachers at our school to check in on their SEL status, observe lessons and help promote the use of these strategies in everyday lessons.

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

All certified staff at West Hardin MIddle

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

Our teachers and our students will be impacted.

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

Funding to pay for Mr. Katte to present to our staff.

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

Staff will have PLC opportunities to work with peers on classroom implementation of the strategies and Mr. Katte will be an ongoing support for our staff. Admin will also be a ongoing support for our teachers.

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.

Admin will be responsible fore monitoring implementation of PD. Mr. Katte himself will do small group PLC sessions with each team during thier planning periods. Mr. Katte wil also meet with the principal to debrief and discuss said 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.

Staff will participate in our PD focusing on Classroom strategies that focus on differentiation with the use of I-ready data with a focus on improving student growth in reading and math. Teachers will use strategies learned in this PD and implement them into their lessons.

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

Our classrooms will become a better place for student learning, with best practice strategies in place for optimal student success.

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.

Indicators of success would be our students improving their test scores in the area of math and reading.

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

All Certified Staff at West Hardin Middle

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

Our teachers and our students will be impacted

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

No monetary needs.....Teachers will need time to assess data from I-Ready and KPREP in order to come up with target groups of students and time to work on lesson plans that implement strategies for improvement.

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

Staff will have PLC opportunities to work with peers on classroom implementation of the strategies. Math and Reading teachers will meet with admin to go over I-Ready data and goals.


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.

Admin will monitor student data on I-Ready & KPREP and regularly meet with teachers about this data.

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.

N/A

Attachment Summary

Attachment Name	Description	Associated Item(s)
 21-22 PD Plan		.