

Bullitt County Public Schools**Professional Development Plan
2021-2022****School Name: Cedar Grove Elementary****Date: April 29, 2021****The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2021-2022 school year.****Principal's Signature** _____**Council Member Signature** _____**Council Member Signature** _____**Council Member Signature** _____**Council Member Signature** _____**Council Member Signature** _____

Bullitt County Public Schools
Professional Development Plan
2021-2022

School:	Cedar Grove Elementary School
Planning Process Participants	Principal Instructional Coach Counselor Site Based Decision Making Council CGES Instructional Committee Teachers provided input from surveys and discussion based on needs assessment
Description of Overall Needs Assessment	<p>Based upon formative school data and teacher feedback, there is a need to address school-wide reading and math instruction. As the school increases teacher resources in this area, there is a need to provide training on how to utilize them as well as the workshop model of teaching.</p> <p>In addition, teachers will need continued opportunities to refine and adjust their instructional process to meet their students individual needs through Professional Learning Communities.</p> <p>Teachers will also be provided opportunities throughout the course of the year to analyze CASE assessment data and make instructional plans to address gaps that are present.</p>
Description of Planning Process	James Slaven, principal, Leslie Weihe, instructional coach, and Casey Newberry, counselor, met and developed the PL outline for the upcoming school year based upon school needs. The CGES Instructional Committee discussed and reviewed the projected plan. The SBDM will be consulted to approve the plan in its entirety.

Final Plan Due to Assistant Superintendent: May 1, 2021

Bullitt County Public Schools

Professional Development Plan 2021-2022

Identified Student Learning/School Improvement Need(s): <i>(connect to student data, CSIP, etc.)</i>	Professional Learning Activity	Description of Activity	Intended Participants & Learning Outcomes	Start, End Date and # of Hours	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence <i>(to be reviewed by SBDM council throughout the year)</i>
BCPS Certified Evaluation Plan requires new teachers (teachers with 0 years experience) to gain 12 hours of professional learning through the district New Teacher Induction Program	THRIVE Academy	Provide first year teachers with consistent mentoring and support through THRIVE Academy coaches related to classroom management, student engagement, planning of instruction, etc. while participating in coaching observations and feedback in collaboration with school principal	The outcomes for new teachers will be focused around the following essential questions: (1) How has teacher planning, classroom management, instruction, and professionalism improved? (2) How will addressing the emotional phases a new teacher experiences impact job satisfaction and teacher retention? (3) How have teachers demonstrated the characteristics of a T.H.R.I.V.E. teacher	12 hours	\$0 (no cost to schools-district funded)	On-going surveys and exit slips will be given to participants and shared with principals, etc.

KCWP 6: Establishing Learning Culture and Environment	PLC	-Facilitator/Roles and responsibilities training	-Teachers will have a better understanding of their team members personalities, beliefs, and role on the team -Teachers will be able to use solution tree resources to help them walk through the PLC process	2021-2022 School Year (3 hrs.)	\$0	PLC facilitator reflection surveys
KCWP 6: Establishing Learning Culture and Environment Cedar Grove Elementary will create an environment in which behaviors are consistently and positively supported throughout the learning environment with a 5:1 positive-negative ratio.	PBIS	-Revisit behavior expectations and various monitoring tools - Revise/refine lesson plans for locations in the building -Modify/Update PBIS posters with pictures and guidelines for specified areas	-Teachers will have a better understanding our behavior expectations and charts and how to implement them school-wide -Teachers will be able to provide examples of what a positive learning environment would look and sound like.	2021-2022 School Year (3 hours)	\$0	PBIS Walkthroughs, Scheduled Celebrations, PBIS Committee minutes
Cedar Grove Elementary had a gap rate in reading for students with disabilities of 34.8 in 2019. Cedar Grove Elementary will have a gap rate in this category of 31.6 in 2021. Cedar Grove Elementary had a gap rate in math for students with disabilities of 23.7 in 2019. Cedar Grove Elementary will have a gap rate in this category of 21.6 in 2021	Special Education Co Teaching, Progress Monitoring	-Teachers will revisit the different co-teach methods and strategies; teachers will refine the sharing and use of progress monitoring data	-Teachers will integrate co-teach models and research-based strategies into their daily lesson plans and instruction to improve student learning for all learners. -Teachers will share progress progress monitoring data during regular PLC meetings	2021-2022 School Year (3 hrs.)	\$0	CFA Data, Achievement Data, Student Mastery of Kentucky Academic Standards

Increase the SAI index of 63.0 in 2019 to 65.1 in 2021	Social Studies Pacing and various instructional resources using Social Studies Weekly	Professional learning centered on exploring the Kentucky Academic Standards for Social Studies. Teachers will develop units of study, find resources aligned to standards, and explore opportunities to incorporate content into the reading and writing classroom.	Successful implementation of Social Studies weekly into daily lesson plans	2021-2022 School Year (4 hrs)	\$2000 - cost of Social Studies Weekly licenses	Student mastery of KAS Social Studies standards, lesson plans, walkthrough data
<p>-Increase the combined (reading and math) percentage of proficient/distinguished students from 65.2% to 71.7% , as measured by KPREP by 2023.</p> <p>-Increase the average combined reading and math proficiency rates for the consolidated (gap) group from 45.7% to 50.2%, as measured by KPREP, in 2023.</p> <p>-Increase the combined (reading and math) index for Growth from 43.9% to 48.2% as measured by KPREP by 2023.</p>	<p>Book Study, <u>Reading</u>- The Next Step Forward in Guided Reading (Facilitators: Mrs. Weihe and Mrs. Harris)</p> <p>OR</p> <p><u>Math</u>- Visible Learning for Mathematics (Facilitator: Mrs. Weihe)</p>	Staff will be given the text to read throughout the summer. Book study/circles will occur during PD together to debrief and plan next steps for guided reading and math instruction.	Increased awareness of phonics instruction strategies; collaboration for strategies to build strong readers.	Online throughout summer 2021 (3 hours)	\$750	CFA Data, Achievement Data, Student Mastery of KAS Reading Standards
	Various activities as selected by the teacher and approved by the building principal	Staff will be given the opportunity to participate in PL time that relates to their professional growth goal.	Increased awareness and improvement of stated Professional Growth Goals for 2021-2022 School Year	Flexible during the 2020-2021 School Year (Up to 6 hrs.)		CFA Data, Achievement Data, Student Mastery of KAS Reading Standards

Implementation of new software and devices for classrooms to assist in instruction	Initial training and/or support for staff as they begin using newly purchased interactive TV's and instructional programs (Lexia, SS Weekly, etc.)	Flexible sessions facilitated by BCPS technology staff targeting staff and their individual needs	Teachers and support staff will become proficient with software and devices making classroom instruction more efficient and effective	Flexible during the 2020-2021 School Year (Up to 6 hrs.)	\$0	Formative Assessment Data, Classroom Walkthroughs, Technology Surveys for Staff, Eleot data
Job Specific Professional Development for non-homeroom teachers	Varying levels of professional development	Varies, including: STEM, PE, MUSIC, ART, LIBRARY or other specialty opportunities	Teachers will continue to grow as masters of their craft.	6 hours	\$0	Varies
Increase the combined (reading and math) percentage of proficient/distinguished students from 65.2% to 71.7% , as measured by KPREP by 2023.	Standards / Pacing Work	Varies - to include developing units of study with peers/new teammates in Reading and Math	K-5 regular education teachers; Teachers will plan cohesive instructional units based on district pacing with newly formed teams.	6 hours	\$0	Curriculum Documents, Assessments and Assessment Data; Lesson Plans; eleot data