

JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, ASSISTANT SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent *JB*

FROM: Dr. Adrienne Usher, Assistant Superintendent
Dr. Brandy Howard, Chief Academic Officer

DATE: May 9, 2023

RE: Professional Development Plans

Enclosed are the 2023-2024 Professional Development Plans for each Bullitt County school. Each plan has been approved by SBDMs and reviewed at the district level.

Approval of SBDM approved school professional development plans of all BCPS schools is requested.

JB
5/10/23

OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION



BERNHEIM



MIDDLE SCHOOL

2023-2024

|| **BERNHEIM** MIDDLE SCHOOL

Professional Development Plan

Date: SBDM Signatures

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Bernheim Middle School

Date:

Mission & Vision

*Every Student, Every Day, Creating a
Legacy of Excellence.*

Persons Involved in Planning Process

People involved in the planning process include the ILT for BMS. The principal, assistant principal, counselor, instructional coach, PLC facilitators, and all teachers.

Description of Planning Process

We have organized PD based on teacher needs and student needs. We are providing as many opportunities to meet teachers' specific needs as we can in order to support student achievement. I have communicated with each teacher, the instructional coach and made a personalized plan for each teacher's needs. Those plans are highlighted through the PL tracker. We met with each PLC asking for suggestions for PL for next year and all teachers provided input. We identified areas of need for our school through observational data, teacher input, and testing data. Key areas of authentic learning, literacy and problem based learning are a focus so that we can help students graduate having mastered the grad profile competencies

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

(1)BMS Reading Goal: By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in reading to 76.4%.

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 (to be reviewed by District Leadership throughout the year)
Curriculum Development	Teachers investigate and process standards as they work through the 4 PLC questions incorporating interventions for recovery, extensions and power standards.	Core Content teachers - Understanding of Essential Standards and Instructional Process	This work will be ongoing -possible 12 hours of PL hours. - work will continue through PLC work.	\$120	Curriculum guides-
PLC Facilitator collaboration and Teacher collaboration	Continued Professional Development on effective facilitation of PLC's through DuFour's PLC process.	IC and PLC facilitators Understanding of Instructional Process	Starting Aug 2023 Continuing and Ongoing	\$0	MTSS/Recovery processes and Extension processes.

(1) BMS Reading Goal: *By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in reading to 76.4%.*

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 (to be reviewed by District Leadership throughout the year)
Thinking Strategies and Literacy Training for Middle Schools.	High Level Questioning High Levels of Student Discourse Strategies for comprehending difficult text and vocabulary- Gradual Release of Responsibility Workshop Model Instruction Strong Community in the classroom High levels of discourse Thinking Strategies more effective comprehension strategies.	Teachers/IC/ allows teachers to create model classrooms.	August 2023 then ongoing and embedded.	\$4000 General	High Level of Literacy throughout core instruction.

(2) Math Goal for BMS:*By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in math to 72.6%.*

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 (to be reviewed by District Leadership throughout the year)
PBL and the PLC Model-	Provides support and training for teachers wishing to create/modify and grow in their ability to create /teach/facilitate problem based learning.	IC/All Teachers	August 2023 Then embedded throughout the year.	\$3000 General Esser Title I	Increase of use of effective PBL through grade levels and content areas.
PLC Question 3 What do we do when they didn't get it?	Provides support for MTSS in both reading and math- as well as all content areas	IC and All Teachers	June and Ongoing	\$120 General	Noted in Pacing guides and overall academic growth of all students development of clear Power path MTSS days

(1 &2) BMS Reading and Math Goal: *By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in reading to 76.4%.*

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 District Leadership throughout the year)</i>
New Teacher Induction	District created Professional development-	-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?	August 2023 then ongoing and embedded.	\$0 (no cost to schools-district funded)	Ongoing surveys and exit slips will be given to participants and shared with principals, etc.
<i>School Specific New Teacher Induction</i>	BMS New Teacher Support School level created professional learning -	Improving teacher planning, classroom management, instruction, and professionalism.	August 2023 then ongoing and embedded 6-12 hours	\$0	Ongoing observations and student achievement data. Retention of teaching staff.

(1 & 2) BMS Gap Goal for SWD: By Spring 2026, BMS will increase the percentage of students with disabilities scoring proficient and distinguished in reading to 41.5%.

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 (to be reviewed by District Leadership throughout the year)
Accommodation vs Modification vs Specially Designed Instruction	Teacher leaders presenting and guiding staff to a common understanding of Sped intentions, vocabulary and time for Q & A and solution finding.	Special Education Team of Teachers	August 2023 and then embedded through PLCs	\$0	Teacher effectiveness meeting the needs of special needs students.
<i>BMS Collaboration Camp for General Education and Special Education teachers.</i> Co-Teaching Training between special education and regular education teachers	Creates a model of teaching that is proactive and inclusive as well as promotes equity.	School Sped Team Lead/Co Teacher and /IC, All teachers teaching co teaching settings.	Start July 2023 Embedded Ongoing	\$500 General	Embedding equity and differentiation throughout the day for all students.

3A. Writing Goal- By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in writing to 46.7%.
3B. Science Goal- By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in social studies to 69.9%.
3C: Social Studies Goal- By Spring 2026, BMS will increase the percentage of all students scoring proficient and distinguished in science to 44.4%.

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 (to be reviewed by District Leadership throughout the year)
ELA Summer Writing Plan PL	Teachers will collaborate to create a schoolwide plan for writing using common language and process for teaching the writing process.	Language Arts teachers and co-teachers, instructional coach. Common schoolwide prewrite and process for ODW and extended response.	July 2023 and ongoing throughout the school year	\$0	On demand proficiency to be monitored through classrooms and PLC data dives.
Science & SS Assessment PL	Teachers will collaborate to create common formative assessments and performance assessment tasks that align to KY academic standards.	SCI and SS teachers, instructional coach. Creation of unit assessments and performance assessments.	July 2023 and ongoing throughout the school year.	\$0	Monitored through PLC process and data dives, final products reviewed by principal/ic.

Climate Culture Professional Development: Non academic goal, by Spring 2026 to reduce office referrals by 10%.

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 District Leadership throughout the year)</i>
Renaissance Student Celebration- and School Wide Change Agent.for positive behavior and academic success motivation.	Renaissance Team would attend conferences and bring content and ideas back to staff. - Equitable student recognition and ESSA approved. SEL Learning	PBIS Coach/ Renaissance Team will share with all teachers.	July 2023	\$10,000/General Fund	Increase in positive climate and culture as well as student participation in the positive impact programs BMS has instituted. Increase in long term success of students as individuals beyond the school house boundaries of time and space.
Safe Crisis Management Provide support for ECE Students	Provides training to teachers who may work with students in crisis.	Special Education Teachers/Safe Crisis Team	July 2023 6-12 hours	\$0	Effective Student Crisis management



BULLITT CENTRAL
HIGH SCHOOL

2023-2024

BULLITT CENTRAL HIGH SCHOOL

Professional Development Plan

Date: April 17, 2023

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.
Principal Signature:
Signature:
Signature:
Signature:
Signature:
Signature:
Signature:

School: Bullitt Central High School

Date: 4-17-2023

Mission

Bullitt Centrals mission is "To provide equitable and quality instructional experiences for the whole student"

Persons Involved in Planning Process

- Joe Pat Lee
- Christy Burden
- Kyle Roach
- Abby Baylor
- Christy Turbeville
- SBDM
- Staff participation through survey of individual growth area needs

Description of Planning Process

The planning process for Bullitt Central's professional development plan for the 2023-2024 school year took place throughout the year. We have discussed our school strengths and areas for growth during the school year. We have met with instruction coaches, teachers, district leadership and our administration team to develop a plan to meet our greatest need. Our major area of growth is in the area of Active Engagement. Based on Eleot data and other informal observations this is a high need area for our school. The other component for us to improve our active engagement is to always increase the efficiency of our schools PLC process.

Directions

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4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022-2023 school year</p> <p>-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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools-district funded)	New Teacher and THRIVE Academy Survey

BCHS Goals: 1A. Reading Goal: By Spring 2026, 48.4% of all students are projected to be at proficiency or above. 1B. Math Goal: By Spring 2026, 41.5% of all students are projected to be at proficiency or above. 2A. Achievement Gap: Reading: By Spring 2026, 28.8% of students with disabilities are projected to be at proficiency or above. 2B. Achievement Gap: Math: By Spring 2026, 24.7% of students with disabilities are projected to be at proficiency or above.

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 (to be reviewed by District Leadership throughout the year)
Active Engagement	Teachers will be put through a rotation where they will learn instructional and engagement strategies. These sessions will focus on 1:Eduprotocols 2:Adaptive schools 3:Flexible grouping for differentiation 4:Discourse and questioning 5:Catch and release/reflection (Workshop Wheel)	Teachers 1: Understand Concept of Active Engagement 2: Knowledge of active engagement strategies. 3: Application of engagement strategies, 4: Improved student learning outcomes, 5: Enhanced student-teacher interactions 6: Collaborative teaching	August 3rd: 6 hours, Various time throughout the school year on Bullitt Days.	\$500 Materials	Increase in Active Engagement as measured by ELEOT, Eleot feedback, Coaching cycles with coaches, district walkthroughs, data will also be gathered through the use of benchmark assessments and also data collected from assessments using mastery connect.
Professional Learning Community	Professional Development to 1:Increase PLC efficiency, makit it ongoing and continuous 2:Use of data to drive instruction 3: Facilitator training, PLC	Teachers 1: Knowledge of effective PLC practices 2: Moving past questions 1 and 2. 3: Improved teacher collaboration 4: Improved instructional strategies 5: Enhanced Data analysis, 6: Improved learning outcomes.	August 8 Bullitt Day, Various Bullitt Days throughout the school year, Weekly PLC meetings.	N/A	PLC checkpoints, ongoing feedback from admin team and coaches, Analysis of remediation data.

BCHS Goals: 1A. Reading Goal: By Spring 2026, 48.4% of all students are projected to be at proficiency or above. 1B. Math Goal: By Spring 2026, 41.5% of all students are projected to be at proficiency or above. 2A. Achievement Gap: Reading: By Spring 2026, 28.8% of students with disabilities are projected to be at proficiency or above. 2B. Achievement Gap: Math: By Spring 2026, 24.7% of students with disabilities are projected to be at proficiency or above.

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 (to be reviewed by District Leadership throughout the year)
Thinking Focus Training	Exposure to Thinking Strategies and the workshop wheel instructional model. Lesson plan activity, mini lessons, independent work activity design, reflection activity, Case study analysis, and Peer observation and feedback.	Teachers 1: Understanding and knowledge of the workshop wheel model and components. 2: Application of the workshop wheel model 3: Improved student engagement 4: Enhanced learning outcomes 5: Enhanced teacher effectiveness 6: Improved teacher collaboration	August 4rd: Revisited at various times throughout the school year on Bullitt Days.	N/A	Increase in Active Engagement as measured by ELEOT, Eleot feedback, Coaching cycles with coaches, district walkthroughs, data will also be gathered through the use of benchmark assessments and also data collected from assessments using mastery connect.
Various PL opportunities related to CSIP, CDIP and/or PGP	Professional development related to teacher needs based on their PGP. PL opportunities based off Eleot data as it connects to school wide-goals, including active engagement.	Teachers 1: Increased understanding of the instructional process, ability to utilize professional learning communities to increase standard mastery and implement engagement strategies within the classroom	Bullitt Days, Contracted PD days, Summer PD days	N/A	Individual growth of teachers, Eleot observations and data collection



Bullitt East
High School

2023-2024

Bullitt East High School

**Professional
Development
Plan**

Date: 3/20/23 – SBDM Signature Page

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Bullitt East High School

Date: 3/8/23

Mission

Our mission is ...

College. Career. Tradition. Unrivaled.

Persons Involved in Planning Process

- Nate Fulghum
- Angela Binkley
- Ondrea Smallwood
- Mike Settles
- Kyle Stanton
- Savannah Richardson
- April Walker
- Valerie Clark

Description of Planning Process

Professional Learning is discussed at the weekly leadership meetings that include administrators, counselors, and coaches. Our monthly teacher leader meetings also discuss data and areas of growth and professional learning requests as a result of PLC work. Consideration is also given to what has worked well for BEHS this year and our ability to reflect and improve our implementation.

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Reading Goal:

- By Spring 2026, Bullitt East High School will increase the percentage of all students scoring proficient and distinguished in reading to 60.8%.

Professional Learning Name	Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
Active Engagement		All teachers	March 10, 2023, ongoing	\$0	Increase in Active Engagement as measured by ELEOT
Essential Standards	Mitigate learning loss by identifying essential standards through PLC	Content teachers will create matrix identifying ES and developing resources	ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Professional Learning Community	Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis.	Teachers Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	August 3rd and 4th ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Project Based Learning		CTE, core content, & art history, work on Capstone	June 2023	\$0	Increase in KSA scores
Thinking Focus	Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Teachers Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Ongoing	\$0	On-going surveys and exit slips will be given to participants. Results and feedback will be analyzed by ILT and shared with faculty.
Teachers Learning from Teachers (TLT)		All teachers	ongoing	\$0	Survey
Co-Teaching	Continue work on Co-Teaching Models	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs state	ongoing	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly

Math Goal

- By Spring 2026, Bullitt East High School will increase the percentage of all students scoring proficient and distinguished in math to 55.6%.

Professional Learning Name	Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
Active Engagement		All teachers	March 10, 2023, ongoing	\$0	Increase in Active Engagement as measured by ELEOT
Essential Standards	Mitigate learning loss by identifying essential standards through PLC	Content teachers will create matrix identifying ES and developing resources	ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Professional Learning Community	Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis.	Teachers Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	August 3rd and 4th ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Project Based Learning		CTE, core content, & art history, work on Capstone	June 2023	\$0	Increase in KSA scores
Thinking Focus	Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Teachers Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Ongoing	\$0	On-going surveys and exit slips will be given to participants. Results and feedback will be analyzed by ILT and shared with faculty.
Teachers Learning from Teachers (TLT)		All teachers	ongoing	\$0	Survey
Co-Teaching	Continue work on Co-Teaching Models	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs state	ongoing	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly

Science Goal

- By Spring 2026, Bullitt East High School will increase the percentage of all students scoring proficient and distinguished in science to 43.2%.

Professional Learning Name	Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
Active Engagement		All teachers	March 10, 2023, ongoing	\$0	Increase in Active Engagement as measured by ELEOT
Essential Standards	Mitigate learning loss by identifying essential standards through PLC	Content teachers will create matrix identifying ES and developing resources	ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Professional Learning Community	Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis.	Teachers Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	August 3rd and 4th ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Project Based Learning		CTE, core content, & art history, work on Capstone	June 2023	\$0	Increase in KSA scores
Thinking Focus	Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Teachers Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Ongoing	\$0	On-going surveys and exit slips will be given to participants. Results and feedback will be analyzed by ILT and shared with faculty.
Teachers Learning from Teachers (TLT)		All teachers	ongoing	\$0	Survey
Co-Teaching	Continue work on Co-Teaching Models	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs state	ongoing	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly

Social Studies Goal

- **By Spring 2026, Bullitt East High School will increase the percentage of all students scoring proficient and distinguished in social studies to 38.2%.**

Professional Learning Name	Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
Active Engagement		All teachers	March 10, 2023, ongoing	\$0	Increase in Active Engagement as measured by ELEOT
Essential Standards	Mitigate learning loss by identifying essential standards through PLC	Content teachers will create matrix identifying ES and developing resources	ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Professional Learning Community	Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis.	Teachers Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	August 3rd and 4th ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Project Based Learning		CTE, core content, & art history, work on Capstone	June 2023	\$0	Increase in KSA scores
Thinking Focus	Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Teachers Faculty visits to Lab Host classrooms with pre/post briefing and commit to action	Ongoing	\$0	On-going surveys and exit slips will be given to participants. Results and feedback will be analyzed by ILT and shared with faculty.
Teachers Learning from Teachers (TLT)		All teachers	ongoing	\$0	Survey
Co-Teaching	Continue work on Co-Teaching Models	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs state	ongoing	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly

Writing Goal

- **By Spring 2026, Bullitt East High School will increase the percentage of all students scoring proficient and distinguished in writing to 76.8%.**

Professional Learning Name	Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
Essential Standards	Mitigate learning loss by identifying essential standards through PLC	Content teachers will create matrix identifying ES and developing resources	ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Professional Learning Community	Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis.	Teachers Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	August 3rd and 4th ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Co-Teaching	Continue work on Co-Teaching Models	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs, state testing, GAP closure, ACT	ongoing	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly.
Writing Across the curriculum/CER	Training staff in writing strategies and calibrating scoring training 2 schoolwide scrimmages and post-analysis	All faculty will participate. BEHS administrators, teachers, and district instructional coaches will lead professional learning.	ongoing	\$0	Increase KSA scores

Postsecondary Readiness Goal

- Transition Readiness Goal-By Spring 2025, the transition readiness goal will increase to 90%.

Graduation Goal

- Graduation Goal-By Spring 2025, the graduation rate will increase to 92.8% (4- and 5-year combined).

Professional Learning Name	Description	Intended Participants & Learning Outcomes	Date(s) and # of Hours	Estimated Cost & Funding Source	Success Evidence (to be reviewed by SBDM council throughout the year)
Essential Standards	Mitigate learning loss by identifying essential standards through PLC	Content teachers will create matrix identifying ES and developing resources	ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Post Secondary Readiness	College and career readiness programs	Counselors, principals, PSR Coach, CTE	ongoing	\$1000	Increase in PSR certifications and assessment scores
ACT Strategies	Teachers in PLCs led by BEHS administrators and district instructional coaches	Teachers to embed ACT-like assessments within content.	ongoing	\$1000	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Professional Learning Community	Increase in PLC efficiency and efficacy, improvement in use of effective teaching strategies as informed by data analysis.	Teachers Participants will respond to the 4 key questions of a PLC. Coordinating data will illustrate the response to the PLC plans and implementation.	August 3rd and 4th ongoing	\$0	PLC minutes and coordinating data collection will tell the story of the work and progress of each PLC
Project Based Learning		CTE, core content, & art history, work on Capstone	June 2023	\$0	Increase in KSA scores
Teachers Learning from Teachers (TLT)		All teachers	ongoing	\$0	Survey
Co-Teaching	Continue work on Co-Teaching Models	ECE Teachers and Regular Education Teachers Increase students engagement, academic achievement as measured by CAs, state testing, GAP closure, ACT	ongoing	\$0	PLC minutes will indicate collaborative efforts and results. Minutes are monitored weekly.



BULLITT LICK
MIDDLE SCHOOL

2023-2024

BULLITT LICK MIDDLE SCHOOL

Professional Development Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

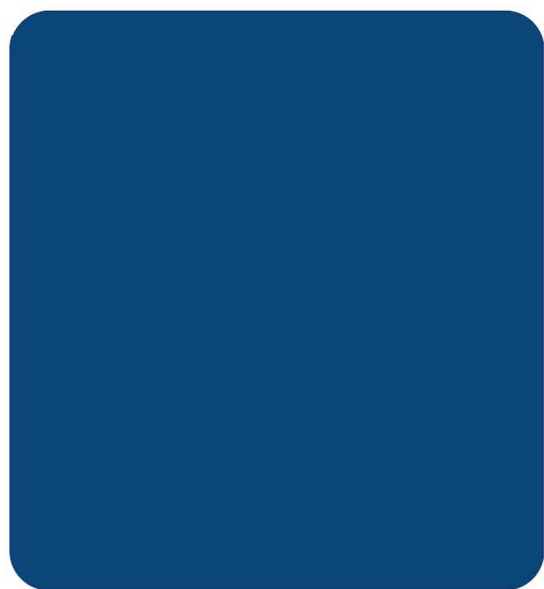
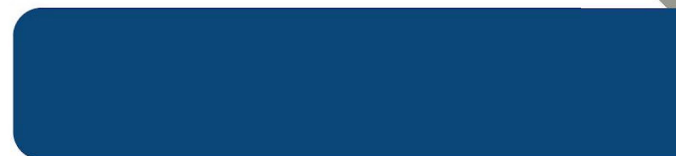
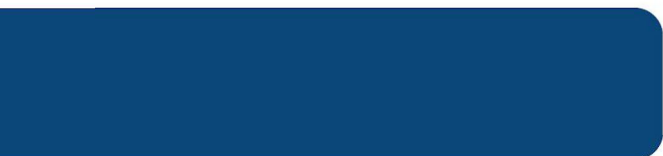
Signature:

School: Bullitt Lick Middle School

Date:

Mission

Our mission is ... Inspiring all students to pursue excellence in everything they do by providing collaborative and engaging instruction.



Persons Involved in Planning Process

- Mark Webster
- Cory Hall
- Lynette Ward
- Emily Parks
- Laura Smythe
- Jed Turner
- Teacher Input

Description of Planning Process

Staff Survey, and then an instructional leadership team analysis of data and shifting school priorities to align with professional learning and development. Planning meeting to begin the summer planning processes.

Directions

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3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

1A. Reading Goal:

- ***By Spring 2026, Bullitt Lick Middle School will increase the percentage of all students scoring proficient and distinguished in reading from 32.0% to 57.7%.***

1B. Math Goal

- ***By Spring 2026, Bullitt Lick Middle School will increase the percentage of all students scoring proficient and distinguished in mathematics from 26.0% to 46.3%.***

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 District Leadership throughout the year</i>)
Thinking Focus	Embed professional learning in the summer as well as during Bullitt Days (Thinking Strategies & Workshop odel)	Content Area Teachers, Classified INstructional Staff - Students reading skills, fluency & comprehension will increase	July 2023 - May 2024	\$40/Hr for classroom coverage	
Understanding By Design	Guided Planning and Coaching Cycles that would occur throughout the 2023-2024 school year	Content Area Teachers, Classified Instructional Staff			Teachers will learn to plan units by utilizing the Understanding By Design Framework

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 District Leadership throughout the year)</i>
New Teacher Cadre	New Teacher Induction - Professional learning focused on the systems and processes used at Bullitt Lick Middle School.	New to teaching and new to Bullitt Lick Teachers	August 2, 2022 - 3 hours	\$0	
Thrive Academy	THRIVE Academy - 12 hours of professional learning with mentoring with district representatives.	First Year Teachers	2023-2024 School Year - 12 Hours	\$0	
Bobcat 201	Bobcat Basics/Bobcats 201 Bobcat Basics - 12 hour of professional learning provided by Instructional Coach. Bobcat 201 - 6 hours of additional support on classroom and instructional process for 2nd/3rd year teachers	First, second and third year teachers.	Bobcat Basics - 12 hours Bobcat 201 - 6 hours	\$0	

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 District Leadership throughout the year)</i>
Collaborative and Practical Solutions - Ross Greene	Working through the CPS model of behavior support.	All Staff Continued Tier I behavior support strategies	August 2023	\$150	
Safe Crisis Management	Teachers will learn to utilize the techniques and de escalation strategies from SCM	All Staff	July 2023	\$25/hr	
Renaissance Conference	School Culture / PBIS Supports	Selected Teachers	June 2023 20 Hours	Registration Fees	School Renaissances Committee



Cedar Grove
Elementary School

2023-2024

Cedar Grove Elementary School

**Professional
Development
Plan**

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Cedar Grove Elementary

Date: April 20, 2023

Mission

It is the mission of Cedar Grove Elementary School to provide a safe, child-centered environment with unity among school, families, and community as we strive to instill academic achievement, strong character development, and life-long learning.

Persons Involved in Planning Process

- Leadership Team (Principal, Counselor, Instructional Coach)
- Teachers (via staff survey, team meetings, PLC discussions)
- SBDM Council (Reviewing survey data and sharing teachers' comments and needs)

Description of Planning Process

A survey was shared with our staff to seek feedback on current school strengths and needs. Teachers were asked to share suggestions on what topics they would like to include in our PL plan for 2023–2024. Discussions to seek further details were had in PLC and team meetings throughout the weeks that followed. The instructional leadership team then compiled a list of needs to be addressed and that information was then transcribed into a plan for next year.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

CGES Goal: By Spring 2026, Cedar Grove Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading to 63.1%.

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 (to be reviewed by District Leadership throughout the year)
I-Ready Training	Assessment and Instructional Practice Training	All teachers and support staff	August 1, 2023–May 31, 2024 6 hours	\$0	I-Ready Assessment scores, data analysis in PLC's
New Teacher Induction/THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	Participants: All new teachers to BCPS hired for the 2023–2024 school year	New Teacher Orientation: August, 2023 (6 hours) THRIVE Academy sessions: up to 6 hours throughout year	\$0	New Teacher and THRIVE Academy Survey
Project Based Learning	All teachers will learn how to design learning experiences that are meaningful, relevant, and inspiring for all students.	All classroom teachers	August 2023 3 hours	\$0	Lesson Plans, eleots, observations
Essential Standards Alignment/Assessments	Vertical Alignment/Creation of assessments	All classroom teachers	August 2023 3 hours	\$0	Monitoring through data shared during PLC meetings, Mastery of Standards

CGES Goal: By Spring 2026, Cedar Grove Elementary School will increase the percentage of all students scoring proficient and distinguished in Math to 52.6%.

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 (to be reviewed by District Leadership throughout the year)
I-Ready Training	Assessment and Instructional Practice Training	All teachers and support staff	August 1, 2023–May 31, 2024 6 hours	\$0	I-Ready Assessment scores, data analysis in PLC's
New Teacher Induction/THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and where/who to go for assistance.	Participants: All new teachers to BCPS hired for the 2023–2024 school year	New Teacher Orientation: August, 2023 (6 hours) THRIVE Academy sessions: up to 6 hours throughout year	\$0	New Teacher and THRIVE Academy Survey
Math Fact Fluency by Jenny Bay –Williams	Math Fact fluency strategies and assessment tools to support learning and retention of math facts across all levels	All teachers and support staff	August 2023 6 hours	\$0	I-Ready and fluency assessments
Various PL opportunities related to CSIP and/or PGP	Special Area Specific, Reading, Writing, Math, SEL, Trauma-Informed Care, PBIS, Thinking Focus, Co-teaching	All teachers and support staff	August 1, 2023–May 31, 2024 6 hours	\$0	Walkthroughs, Staff Reflections, Staff Spotlights



Crossroads
Elementary

— Est 2010 —

2023–2024

Crossroads Elementary

**Professional
Development
Plan**

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year. Approved 4/12/2023 SBDM ([AGENDA](#))

Principal Signature: *Julie Wright*

Signature: *Kim Thomas*

Signature: *Kimberly Baker*

Signature: *Martin Rosenberger*

Signature: *Jennifer Taylor*

Signature: *Tiffany Shirley*

Signature:

School: Crossroads Elementary

Date: 3/27/2023

Vision

Every Child, Every Chance, Every Day

Mission

CES Is dedicated to inspiring a community of passionate learning and leaders by setting goals and providing opportunities for success.

Persons Involved in Planning Process

- Julie Wright, Principal
- Debbie Whitsell, Instructional Coach
- Lauren Manion, Counselor
- Leigh Ann Lowery, FRC
- Crossroads Certified Staff, via planning survey
- SBDM

Description of Planning Process

The professional development plan was created through collaboration between principal, instructional coach and SBDM members related to schoolwide data analysis of all content areas. In addition, planning of professional development was gained throughout the year in professional learning communities to identify areas of growth and next steps for instruction

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
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 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Reading Goal: By Spring 2026, Crossroads Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 52% to 63.5%.

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 (to be reviewed by School Leadership throughout the year)
Moving Beyond Basics: Vocabulary Instruction and alignment	Vocabulary instruction – vertical alignment of processes from phonemic awareness to Marzano	<p>ELA Teachers and MTSS instructional Assistants/Tutors</p> <p>Goals focus our instructional processes to engage phonemic awareness and phonics that lead toward appropriate vocabulary instruction throughout the curriculum. This will align our instruction K – 5</p>	August 1, 2023 – May 31, 2024	\$0 – use of OVEC Staff	Increased scores on KSA, Common Formative Assessments and IREADY
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey
Teachers Training Teachers	Phonics/Phonemic Awareness Assessment and Scope and Sequence of PA/P(LETRS)	<p>ELA Teachers and MTSS instructional Assistants/Tutors</p> <p>Alignment of assessment practices K – 5 to provide formative and summative assessment protocols that provide instructional data.</p>	<p>August 1, 2023– May 31, 2024</p> <p>3 hours</p>	\$0 – LETRs trained teachers will train the teachers at CES	Increased literacy and increased PASS scores
IREADY Training	Assessment and instructional practice training	All teachers and support staff	<p>August 1, 2023 – May 31, 2024</p> <p>6 hours</p>	District Funded	IREADY scores and data analysis/PLC usage.

Math Goal: *By Spring 2026, Crossroads Elementary will increase the percentage of all students scoring proficient and distinguished in Math from 41.0% to 53.5%.*

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 (to be reviewed by District Leadership throughout the year)
Jenny Bay-Williams- She will focus on math fluency using her book <u>Math Fact Fluency</u>	Math Fluency and strategies to increase numeracy	Math Teachers and MTSS Instructional Assistants/Tutors		\$0	IReady, Fluency assessments
IREADY Training	Assessment and instructional practice training	All teachers and support staff	August 1, 2023 - May 31, 2024 6 hours	District Funded	IREADY scores and data analysis/PLC usage.
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	Participants: All new teachers to BCPS hired for the 2022–2023 school year -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?	New Teacher Orientation: August, 2023 (6 hours) THRIVE Academy sessions: up to 6 hours throughout year	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

Quality of School Climate and Safety Goal: 25 – Students being mean or hurtful to other students online (such as websites and apps) is NOT a problem for my school. 43.9%

- By 2026, Crossroads students will increase online safety for students from 43.9 to 53.9.

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 (to be reviewed by District Leadership throughout the year)
Trauma informed practice and providing support to students in the classroom (Robertson)	Behavior management - how trauma impacts student behavior	All Teachers	August 2023 - May 2023 3 - 6 hours	\$500 - \$1000 Title I	Decreased office referrals, increased scores on School Climate and Safety Survey
Thrillshare/Rooms Training	Collective communication, website, documentation space	All teachers	August 2023 1-3 hours	\$0 District Funded	Increased communication for parents and students.

- **Other:**

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 District Leadership throughout the year)</i>
Targeted/Specific Professional Learning	All ongoing professional learning will be to increase teacher efficacy and student achievement. Various – based on teacher need (SBDM, SCM, specific to special areas/special education, technology, instructional practice, etc)	All teachers, based upon personal/professional need.	August 2023 – June 2024 6 Hours	\$2500 budgeted SBDM and Title I	Ongoing implementation heat checks monitored through PLC and individual classroom visits/observations.



EASTSIDE
MIDDLE SCHOOL

2023-2024

EASTSIDE | MIDDLE SCHOOL

Professional Development Plan

Date: SBDM Signatures

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Eastside Middle School

Date: May 1, 2023

Mission

Eastside Middle School seeks to use all available data in order to better understand the systems that produce our results. We use available data to continuously improve all processes, procedures, and systems contributing to student learning, ultimately, improving our results. All teachers are involved in continual data analysis. Teachers collaborate with our school's data manager to develop reports and analyze these reports during PLCs. All members of our school's CSIP team as well as our SBDM council contributed to the data analysis. Our goal is to determine if the systems and procedures we have in place are effectively addressing the needs of our students.

Persons Involved in Planning Process

- **Kyle Buege (Asst. Principal)**
- **Tabitha Echols (Instructional Coach)**
- **Team Leaders / PLC Facilitators**
- **SBDM council**

Description of Planning Process

The first step in addressing our identified areas of concern involves collaboration. Members of the learning community assist in identifying the areas needing improvement. We participate in a comprehensive data analysis in an attempt to identify probable causes of lower performance. Collaboration continues in order to identify research-based strategies to address the identified areas of concern. Administrators will now work with all members of the learning community to ensure the areas of concern and the strategies to address these concerns are clearly communicated. Furthermore, we work to equip the members of our learning community with professional development opportunities, time, and resources to successfully implement our plan for improvement. Our school administrators, district leaders, faculty members, and SBDM council monitor Eastside Middle School's plan of action. The activities identified are implemented according to the timeline outlined in our school's SBDM approved CSIP. Eastside's leadership team meets each week in order to discuss the progress made in the implementation of our plan. Information is then presented during monthly SBDM meetings and team PLCs to ensure our stakeholders are included in the implementation process and progress. Our faculty continually assess the programs and strategies implemented in order to determine efficiency and effectiveness. Faculty members use the data provided by these programs in order to make informed instructional decisions. Instructional decisions are discussed during weekly/monthly PLC meetings in order to ensure students are benefitting from the programs and strategies implemented.

The certified EMS staff met in September 2022, to analyze the results of the 2022 KPREP assessment data. Teachers also met weekly in core content PLCs and daily in team based PLCs to analyze on-going formative assessment data. Strengths, weaknesses, gap targets, and next steps were identified. Based on the goals described in the CSIP, assessment data, and teacher input, a new Professional Development Plan for the 2023-2024 school year was developed.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

Goal: All Goals

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 (to be reviewed by District Leadership throughout the year)
Innovative Schools Summit	<p>The Innovative Schools Summit Las Vegas on July 5-9, 2023. Network with fellow educators and learn from nationally recognized speakers who share their experiences and proven strategies to help you succeed in the classroom and in your career.</p> <p>The Las Vegas Summit features access to 4 education conferences for the price of one, including:</p>	<p>Dawn Milby - Science Teacher / Coach</p> <p>Lisa Carli- 8th Grade Teacher / PBIS Coach</p> <p>Kristen Ball - SpEd Teacher / SpEd Team Lead</p> <p>Bryan Bates - Counselor</p> <p>Antone Towns - Principal</p>	July 5 - 9, 2023 30 hrs.	\$ 13,000 ESSR / General Fund	

Goal: All Goals

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 (to be reviewed by District Leadership throughout the year)
Back to School Community Building	In order to create an environment conducive to working toward any and all comprehensive goals, we will reserve time to work on building a sense of strong community among all staff at EMS. Staff will work together to improve collegiality, set community agreements, build an environment of respect and rapport,	All EMS Staff	August 2023 12 hours	\$ 500 General Fund	

Goal: All Goals

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 District Leadership throughout the year)</i>
Establishing Policies, Procedures and Expectations / Establishing a Classroom Environment	In order to establish a classroom environment conducive to optimal learning, grade level teams will meet to establish team based policies, procedures and expectations. Teams will also review and create PBIS systems for the new school year.	All EMS Staff	July 2023	\$0	

1.A Goal: Increase the combined **READING** percentage of proficient/ distinguished students from 60 percent to 81.4 percent by **SPRING 2026**.

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 (to be reviewed by District Leadership throughout the year)
KBA Book Study	The Kentucky Bluegrass Awards is a state award program that encourages student reading and curates a reading culture. The KBA list, book descriptions, and books are provided by the school librarian. Teachers choose between one and ten books to read. This book study includes applicable resources, book talks, school wide incentives, and connections to improving reading levels throughout the building.	<ul style="list-style-type: none"> EMS Faculty and Staff Teachers will participate in a book study in order to increase awareness of new adolescent literature, improve discourse with adolescent readers and promote a school culture of reading. 	<ul style="list-style-type: none"> August 2022- May 2023 1 hour per book 	\$2,500 Instructional Funds	

1.A Goal: Increase the combined **READING** percentage of proficient/ distinguished students from 60 percent to 81.4 percent by **SPRING 2026**.

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 (to be reviewed by District Leadership throughout the year)
Core Content Focused Professional Learning - Reading	<p>Teachers will work in core content PLCs, facilitated by our instructional coach, to review and analyze Eastside's system of interventions and instructional practices in the area of reading.</p> <p>- Teachers provided with additional 55 minute planning period per week to meet in CCPLC</p>	<p>English / Language Arts Teachers</p> <p>Special Education Students</p> <p>Teacher will improve their knowledge of instructional strategies to improve instruction and to increase reading proficiency among Eastside students.</p>	<ul style="list-style-type: none"> • Summer 2023 • 2023-24 School Year • 6 hours 		

1.B Goal:

Proficiency Goal Math: Increase the combined MATH percentage of proficient/ distinguished students from 57 percent to 70.1 percent by SPRING 2026.

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 (to be reviewed by District Leadership throughout the year)
Core Content Focused Professional Learning - Math	<p>Teachers will work in core content PLCs, facilitated by our instructional coach, to review and analyze Eastside's system of interventions and instructional practices in the area of math.</p> <p>- Teachers provided with additional 55 minute planning period per</p>	<p>Math Teachers</p> <p>Teacher will improve their knowledge of instructional strategies to improve instruction and to increase math proficiency among Eastside students.</p>	<ul style="list-style-type: none">• Summer 2023• 2023-24 School Year• 6 hours		

Goal:

2A. Achievement Gap Reading:

Gap Goal: Eastside Middle School will increase reading proficiency rates for all students in the GAP group (non-duplicated) from 38.5 to 69.3 percent by SPRING 2025.

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 (to be reviewed by District Leadership throughout the year)
Core Content Focused Professional Learning - Reading	Teachers will work in core content PLCs, facilitated by our instructional coach / SpEd Instructional Coach, to review and analyze Eastside's system of interventions and instructional practices in the area of reading. - Teachers provided with additional 55 minute	Math Teachers Teacher will improve their knowledge of instructional strategies to improve instruction and to increase math proficiency among Eastside students.	<ul style="list-style-type: none">• Summer 2023• 2023-24 School Year• 6 hours	Core Content Focused Professional Learning - Math	



2023-2024

FREEDOM || Elementary School

Professional Development Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Freedom Elementary School

Date: 05/01/2022

Mission

To SOAR we will...

Strive to confident and focused on learning

Overcome obstacles and maintain a growth mindset

Always encourage and help each other

Rise to meet our full potential

Persons Involved in Planning Process

- Eric Bristol, principal
- Brittney Reid, counselor
- Ashley Andriot, instructional coach
- certified teachers
- SBDM

Description of Planning Process

Professional development ideas were shared with administration from a variety of stakeholders based on our needs for our school. A PD plan was developed and shared with SBDM for feedback. SBDM signed off on the plan in April 2023, and dates were shared with staff.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Proficiency Reading: By Spring 2026, Freedom Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 58% to 73.7%. **Proficiency Math:** By Spring 2026, Freedom Elementary will increase the percentage of student scoring proficient and distinguished in math from 48% to 69.8%.

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 (to be reviewed by District Leadership throughout the year)
iReady PD	Staff will undergo professional development on iReady diagnostics, myPath, and teacher toolbox.	All Certified Staff	July 2023, 3-6 hours	District or Title I	Teachers will understand and effectively implement iReady tools to support student learning

Achievement Gap Reading: By Spring 2026, Freedom Elementary will increase the percentage of all students scoring proficient and distinguished for economically disadvantaged students from 51% to 69.8%

Achievement Gap Math: By Spring 2026, Freedom Elementary will increase the percentage of all students scoring proficient and disadvantaged for economically disadvantaged students from 36% to 64.1%

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 (to be reviewed by District Leadership throughout the year)
iReady Data Analysis	Staff will undergo professional development on analyzing their iReady data after the three benchmarking assessments to effectively form instructional groups and inform instructional decisions.	All Certified Staff	September 2023, January 2024, April 2024	N/A	Teachers will use the data from the data analysis to create instructional groups and inform instructional decisions.

Proficiency Reading: By Spring 2026, Freedom Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 58% to 73.7%. **Proficiency Math:** By Spring 2026, Freedom Elementary will increase the percentage of student scoring proficient and distinguished in math from 48% to 69.8%.

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 (to be reviewed by District Leadership throughout the year)
Deeper Learning	Deeper Learning describes the higher-order thinking skills, learning dispositions, and collaboration skills needed for students to succeed in twenty-first century work and civic life. Deeper Learning competencies	All Certified Staff	July 2023	N/A	Teachers will take a dive into deeper learning and gain: <ul style="list-style-type: none"> • Understanding of deeper learning • Instructional strategies to shift the student

Proficiency Reading: By Spring 2026, Freedom Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 58% to 73.7%. **Proficiency Math:** By Spring 2026, Freedom Elementary will increase the percentage of student scoring proficient and distinguished in math from 48% to 69.8%.

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 (to be reviewed by District Leadership throughout the year)
Flexible PD	Teachers will undergo differentiated professional development based off individual needs.	Related Arts Teachers Special Education Teachers **other certified staff as needed	July 2023-June 2024	\$0	Teachers will receive differentiated PD to grow professionally.

By Spring 2026, 80% of Freedom Elementary students will feel that all students are treated the same of they school rules. By Spring 2026, 80% of Freedom Elementary students will feel that students being mean or hurtful to others is NOT a problem.

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 District Leadership throughout the year)</i>
PBIS Rooms	Staff will undergo professional development on our school wide Positive Behavior Intervention System (PBIS) and specifically how it incorporated our behavior management system.	All Certified Staff	September 2023, January 2024, April 2024	N/A	Teachers will incorporate our school wide PBIS system into their classrooms.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey



HEBRON

MIDDLE SCHOOL

2023-2024

HEBRON | MIDDLE SCHOOL

**Professional
Development
Plan**

Date: 5/17/2023

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Hebron Middle School

Date: April 2023

Mission

*Developing Learners and Leaders
Building Relationships, Respect and Perseverance*

Persons Involved in Planning Process

- Chad Foster
- Jamie Ballard
- Katie Cottner

Description of Planning Process

Decisions about professional learning needs are based on data collected from classroom observations, PLCs, teacher feedback, student surveys and proficiency data.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

Goals: This professional learning opportunity provides an instructional foundation for new staff members.

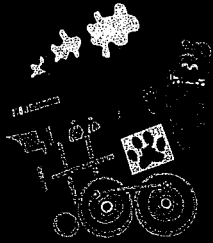
Professional Learning Activity	Description of Activity	Intended Participants & Learning Outcomes	Start, End Date and # of Hours	Estimated Cost and Funding Source	Outcomes/ Progress/Success Evidence <i>(to be reviewed by District Leadership throughout the year)</i>
How We Do School	New-to-Hebron Induction Program	Any teacher/ classified position new to Hebron from 2022 going forward	6 Hours July & monthly after school through April	\$500 SBDM	Onboarding for Hebron culture, instruction and systems for the purpose of effectiveness and retention.

Goal: This professional learning opportunity addresses Tier I instruction in all content area CSIP goals.

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 District Leadership throughout the year)</i>
Graduate Profile / Authentic Assessments	Incorporating Graduate Profile into essential standards	All Staff Staff members will create authentic assessments for students to show mastery of essential standards.	6 Hours: August	\$1,500 SBDM	Will be monitoring through PLC meetings and checkpoints.

Goal: This professional learning opportunity addresses Tier I instruction in all content area CSIP goals.

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 District Leadership throughout the year)</i>
Authentic Unit / Lesson Design	Incorporating Think Focus & Graduate Profile into creating quality lessons	All Staff Staff members will create authentic learning experiences for students to show mastery of essential standards.	6 Hours: August	\$0	Will be monitoring through PLC meetings and checkpoints.



2023-2024

LEBANON JUNCTION ELEMENTARY SCHOOL

Professional Development Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.	
Principal Signature:	<i>D. M. [Signature]</i>
Signature:	<i>Lindsay [Signature]</i>
Signature:	<i>Lana Dixon</i>
Signature:	<i>Lindsay [Signature]</i>
Signature:	<i>[Signature]</i>
Signature:	<i>[Signature]</i>
Signature:	

School: Lebanon Junction
Elementary School

Mission

The mission of LJES is to provide an engaging community that prepares each student to grow as a thinker and be a productive member of society.

Persons Involved in Planning Process

- Daniel Mullins, Principal
- Danielle Abramson, Instructional Coach
- Staff participation through survey of individual growth area needs

Description of Planning Process

Staff were surveyed to determine their individual growth needs. Based on the results of this survey, professional learning was planned. For topics that were requested but that could not be provided at the school level due to lack of expertise or minimal staff need, sessions and offerings provided through the Ohio Valley Educational Cooperative were provided to staff so they could choose trainings that best fit their needs.

Directions

1. Add 3-5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Goal: LJES is working toward building capacity for staff to address various issues of diversity as they arise in the classroom.

Professional Learning Activity	Description of Activity	Intended Participants/ Learning Outcomes	Start and End Date and # of Hours	Estimated Cost and Funding Source	Outcomes/ Progress/ Success Evidence (to be reported by the staff throughout the year)
Equity, Inclusion, Diversity, and Inclusion	Staff will explore and discuss the issues of equity, inclusion, diversity, and inclusion and how each is addressed within their classroom. This session is based on staff-reported needs in these areas.	All certified staff	July 31, 2023 8:30-11:30 3 hours	\$0 (no cost to school - OVEC presenting - Dr. Alexandra Hughes)	Participant survey

Goal: By Spring 2026, Lebanon Junction Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading from 45.0 to 58.9% and in Math from 35.0 to 61.0%.

Professional Learning Activity	Description of Activity	Intended Participants/ Learning Outcomes	Start and End Date and # of Hours	Estimated Cost and Funding Source	Outcomes/ Progress/ Success Evidence (to be reported by the staff throughout the year)
Data Dive	Staff will use their tentative class list to take a deeper dive into data for each student, preparing to plan lessons and intervention before the students set foot in their classroom.	All certified staff	July 31, 2023 12:30-3:30 3 hours	\$0 (no cost to schools- staff presenting)	PLC agenda/minutes Intervention Plans LJES Data Walks

Goal: By Spring 2026, Lebanon Junction Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading from 45.0 to 58.9% and in Math from 35.0 to 61.0%.

Professional Learning Activity	Description of Activity	Intended Participants Learning Outcomes	Date, Time, Location, and Hours	Estimated cost and funding source	Outcomes/Progress/Success Evidence to be readily observed throughout the year
Authentic Learning Experiences and the Graduate Profile	Staff will experience an authentic learning experience and brainstorm ways to embed similar learning experiences into their instruction.	All certified staff	Date: August 1, 2023 8:30-11:30 3 hours	\$0 (no cost to school - staff presenting)	Participant survey Lesson plans

Goal: Lebanon Junction Elementary School staff will work together to build relationships that will allow mutual collaboration and planning.

Professional Learning Activity	Description of Activity	Intended Participants Learning Outcomes	Date, Time, Location, and Hours	Estimated cost and funding source	Outcomes/Progress/Success Evidence to be readily observed throughout the year
Staff Team Building	Staff will participate in team building exercises that will build collegiality, mutual collaboration, and planning, enhancing the school climate and atmosphere.	All certified staff	August 1, 2023 1230-3:30 3 hours	\$0 (no cost to school - staff presenting)	Climate Survey

Goal: By Spring 2026, Lebanon Junction Elementary School will increase the percentage of all students scoring proficient and distinguished in Science from 31.0 to 43.6%.

Professional Learning Activity	Description of Activity	Intended Participants & Learning Outcomes	Start, End Date and Duration	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence to be Gathered by the Leadership throughout the year
Science Standards, Planning, and Instruction	Staff will dive into the Science standards to learn how to plan effectively while intertwining the standards with the cross cutting concepts. Staff will experience a lesson from the perspective of a student.	All certified staff who teach science.	Aug. 2, 2023 8:30-11:30 & 12:30-3:30 6 hours	\$0 (no cost to school - staff presenting)	Participant survey

Goal: By Spring 2026, Lebanon Junction Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading from 45.0 to 58.9% and in Math from 35.0 to 61.0%.

Professional Learning Activity	Description of Activity	Intended Participants & Learning Outcomes	Start, End Date and Duration	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence to be Gathered by the Leadership throughout the year
iReady	Staff will be trained in the use of iReady to track and monitor student reading and math growth, enabling staff to plan intervention lessons and determine next steps for individual student learning.	All certified staff who teach reading.	TBD Ongoing training throughout the 2023-2024 school year. Up to 6 hours may be available	\$0 (no cost to schools - district funded)	PLC agenda/minutes LJES Data Walks

Goal: By Spring 2026, Lebanon Junction Elementary School will increase the percentage of students with disabilities scoring proficient and distinguished in Reading from 20.0 to 32.0% and in Math from 16.0 to 35.1%.

Professional Learning Activity	Description of Activity	Intended Participants/ Learning Outcomes	Staff and District and/or Hours	Estimated cost and funding Source	Outcomes/ Progress/ Success Evidence to be gathered by District Leadership throughout the year
Special Education Planning Time	Special Education (LBD and MSD) will meet to plan instruction and strategies to meet student needs.	Special Education staff	6 hours available throughout the 2023-2024 school year	\$0 (no cost to school - staff presenting)	Participant survey Lesson plans

Goal: By Spring 2026, Lebanon Junction Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading from 45.0 to 58.9%.

Professional Learning Activity	Description of Activity	Intended Participants/ Learning Outcomes	Staff and District and/or Hours	Estimated cost and funding Source	Outcomes/ Progress/ Success Evidence to be gathered by District Leadership throughout the year
Science of Reading book study	Staff will participate in a book study of the Science of Reading, reading the text in small chunks, implementing strategies in the classroom, and meeting as a group to discuss learning and successes.	All staff who teach reading	12 hours available throughout the 2023-2024 school year	\$0 (no cost to school - district staff presenting)	Participant survey Lesson plans

Goal: 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.

Professional Learning Activity	Population of Activity	Intended Participants Learning Outcomes	Start/End Date and/or Hours	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence/Tools/Feedback/Assessment/Reflection/Through/Out the year
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be "inducted" into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	Participants: All new teachers to BCPS hired for the 2022-2023 school year -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?	New Teacher Orientation: August 2, 2023 (6 hours) THRIVE Academy sessions: up to 6 hours throughout year	\$0 (no cost to schools- district funded)	New Teacher and THRIVE Academy Survey

Goal: Staff have input into the professional learning they attend that will best meet their individual growth goals and needs.

Professional Learning Activity	Population of Activity	Intended Participants Learning Outcomes	Start/End Date and/or Hours	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence/Tools/Feedback/Assessment/Reflection/Through/Out the year
Technology	Technology training led by BCPS Digital Learning Coaches based on individual staff needs.	All staff	Available throughout the 2023-2024 school year	\$0 (no cost to school- district staff presenting)	Participant survey Lesson plans
Various Professional Learning offerings by Ohio Valley Educational Cooperative (OVEC)	Various professional learning offerings (special education, literacy, behavior, deeper learning)	All staff	OVEC PD Website Deeper Learning Summer Excursions	\$0 (no cost to school- OVEC staff presenting)	Lesson plans Observations

Goal: Staff have input into the professional learning they attend that will best meet their individual growth goals and needs.

Professional Learning Activity	Description of Activity	Intended Participants and Learning Outcomes	Date and Date Range and Hours	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence/Tools and Data/Feedback/Reflection (throughout the year)
SBDM Training	SBDM representatives will participate in training to enable them to effectively act in their new role.	Experienced Member NEW SBDM Teacher Representatives	July 25, 2023 June 14 or July 24, 2023 8:00-3:00	\$0 (no cost to school - district providing)	SBDM minutes and discussion
Safe Crisis Management	Staff train in Safe Crisis Management in order to respond to and assist with behaviors during the school day.	SCM Team	TBD	\$0 (no cost to school - district providing)	Behavior monitoring SCM submissions

Goal: Staff have input into the professional learning they attend that will best meet their individual growth goals and needs.

Professional Learning Activity	Description of Activity	Intended Participants and Learning Outcomes	Date and Date Range and Hours	Estimated Cost and Funding Source	Outcomes/Progress/Success Evidence/Tools and Data/Feedback/Reflection (throughout the year)
Thrillshare Rooms	Staff will train in the use of Rooms through Apptegy for communication with families and behavior management.	All staff	Date: TBD Time: TBD # hours: 1-2	\$0 (no cost to school - district providing)	Staff survey



2023-2024

MARYVILLE
ELEMENTARY
SCHOOL

Professional
Development
Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Maryville Elementary School

Date: 2023/2024 School Year

A family growing together in a safe loving place to empower our students for success.

Persons Involved in Planning Process

- Ann Louise Hance, principal
- Kaet Barron, counselor
- Stevie Trent, instructional coach
- Kasey Weinberg, BLIP teacher
- certified teachers
- SBDM

Description of Planning Process

All staff were administered professional development feedback forms in February 2023. Professional development ideas were shared with administration. A PD plan was developed and shared with SBDM for feedback. SBDM signed off on the plan in April 2023, and dates were shared with staff.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
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3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Proficiency Reading: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 46% to 54.4%.

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 (to be reviewed by District Leadership throughout the year)
Reading Academy PD	Teachers will undergo professional development on Jan Richardson's guided reading frameworks based on need.	Newly Hired Staff	July 2023, 6-12 hours	\$0	Teachers will understand and implement Jan Richardson's early guided reading framework in their Reading Academy instruction.

Proficiency Math: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in math from 43% to 49.6%.

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 (to be reviewed by District Leadership throughout the year)
bby Publications Number Sense & Operations PD	Teachers will undergo professional development on effective instructional strategies to use when teaching number sense and operations.	All Certified Staff	July 2023, 6 hours	\$1,000, Title I	Teachers will understand and implement effective math instructional strategies to close learning gaps for students.

Proficiency Reading: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 46% to 54.4%. Proficiency Math: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in math from 43% to 49.6%.

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 (to be reviewed by District Leadership throughout the year)
iReady PD	Staff will undergo professional development on iReady diagnostics, myPath, and teacher tools.	All Certified Staff	July 2023, 3-6 hours	??, Title I or Accelerate Grant	Teachers will understand and effectively implement iReady tools to support student learning.

By Spring 2026, 80% of Maryville Elementary students will feel that all students are treated the same if they break school rules. By Spring 2026, 80% of Maryville Elementary students will feel that students being mean or hurtful to others is NOT a problem.

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 (to be reviewed by District Leadership throughout the year)
PBIS Refresher PD	Staff will undergo professional development on our school wide Positive Behavior Intervention System (PBIS). This will include activities from our Culture Committee, Sunshine Committee, and Mental Health Committee.	All Certified Staff	July 2023, 3-6 hours	\$0	Teachers will incorporate our school wide PBIS system into their classrooms.

Proficiency Reading: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 46% to 54.4%. Proficiency Math: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in math from 43% to 49.6%.

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 (to be reviewed by District Leadership throughout the year)
Graduate Profile & Authentic Learning PD	Staff will undergo professional development on BCPS'S Graduate Profile and authentic learning experiences.	All Certified Staff	July 2023, 3-6 hours	\$0	Teachers will understand BCPS'S Graduate Profile and incorporate te authentic learning experiences into instruction.

Proficiency Reading: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 46% to 54.4%. Proficiency Math: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in math from 43% to 49.6%.

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 (to be reviewed by District Leadership throughout the year)
Essential Standards PLC	Staff will work with their PLC to continue their work with the essential standards document- pacing, common assessments, congruent instruction, etc.	All Certified Staff	2023-2024 School Year, 3-6 hours	\$0	Teachers will backwards plan using essential standards to create congruent instruction and assessments.

Proficiency Reading: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in reading from 46% to 54.4%. Proficiency Math: By Spring 2026, Maryville Elementary will increase the percentage of all students scoring proficient and distinguished in math from 43% to 49.6%.

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 (to be reviewed by District Leadership throughout the year)
Flexible PD	Teachers will undergo differentiated professional development based off individual needs.	Related Arts Teachers Special Education Teachers **other certified staff as needed	July 2023–June 2024	\$0	Teachers will receive differentiated PD to grow professionally.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey



**Mt.
Washington**
Elementary
School

2023-2024

Mt. Washington Elementary School

Professional Development Plan

Date: 4/18/2023

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Mt. Washington Elementary
School

Date: May 1, 2023

Mission

Our school's mission is to empower students to become lifelong learners by providing a nurturing learning environment.

Every Child Every Day

Persons Involved in Planning Process

Principal, Julie Shumaker

Assistant Principal, Julie Adams

Instructional Coach, Karen German

Counselor, Alicia Franklin

100% of the certified staff through

*Bullitt Day work

*Committee Work: PLC Lead, Math, ELA and MTSS

Description of Planning Process

Using the CSIP, the leadership team consisting of the principal, assistant principal, instructional coach, and counselor met to look at areas that are in need of improvement. Once those areas were identified, a list of possible solutions were drafted. The Needs Assessment and the Goal Builder were the main parts of the CSIP plan used. We also looked at our CASE assessment, PASS, DRA, CBMs and On Demand Scores.

During a Bullitt Day a piece of chart paper was given to staff, working in varied grade level groups and were asked about what areas they thought needed improving and what were some possible solutions. They recorded their preferences for Professional Learning and what would be beneficial. The leadership team took those results and drafted a plan including a list of dates and activities. This draft was shared to the staff for input. The related arts and special education team also discussed what they would like for professional learning during a PLC.

The final draft was brought to the PLC lead, writing and math committees for final approval. During the April SBDM Council meeting they approved this plan in its entirety. Upon approval, this plan was shared with the PTA at their meeting.

By Spring 2026, Mount Washington Elementary School will increase the students' ability to feel their teacher or some other adult will care if they miss a day of school from 77% to 82%

By Spring 2026, Mount Washington Elementary School will increase the students' ability to feel all students are treated the same when they break the rules from 67% to 72%

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 (to be reviewed by District Leadership throughout the year)
MTSS Refresh	The purpose of the day is to redesign our Tier 1 and Tier 2 MTSS behavior and academic system.	Classroom teachers	Friday, August 4 8:30–3:30 6 hours	\$0 Using OVEC	From the day, teacher plus/ delta From school year, All staff will be equipped to follow our Tier 1 & Tier 2 systems to fidelity. Students will receive more instruction due to less behavior interruptions. Administrative staff will spend less time being called away

Reading Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading from 59.0% to 72.6%*

Mathematics Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Math from 44.4% to 60.9%*

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 (to be reviewed by District Leadership throughout the year)
I Ready Training	The purpose of the day is to train all staff on the use and resources of I Ready.	Classroom teachers	?? 8:30–3:30 Total 6 hours	\$0	The use and full implementation of IReady. From School Year; Identify usage of interventions/lessons used by staff. Monitoring student growth in reading and comprehension scores.

Reading Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading from 59.0% to 72.6%*

Writing Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Writing from 37.0% to 51.3%*

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 (to be reviewed by District Leadership throughout the year)
Structured Literacy	K-3 is working on syllabication and instruction strategies for multisyllabic words in text reading. 3-5 is working on morphology to develop vocabulary and comprehension.	Classroom Teachers grades K-5 Grade 3 has an option of both sessions.	Monday, July 31 8-11, 12-3 3 hours per session Total 6 hours	\$0 OVEC	The students will do weekly checks with teachers showing they are making use of strategies. Growth in orthography: increase in reading scores and OnDemand.

Reading Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading from 59.0% to 72.6%*

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 (to be reviewed by District Leadership throughout the year)
FastBridge Training	The purpose of the day is to train all staff on the use and resources of FastBridge.	Classroom teachers	?? 8:30-3:30 3 hours	\$0 District	The use and full implementation of FastBridge. Use of interventions to address students' need. From school year; Monitoring student growth in reading scores.

Mathematics Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Math from 44.4% to 60.9%*

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 (to be reviewed by District Leadership throughout the year)
Illustrative Math Implementation Training	Teachers will receive extensive training to learn Illustrative Math and how it works throughout all grade levels.	Classroom teachers	Aug. 1 and 2 8:30–3:30 9 hours Aug. 1 is a full day Aug. 2 is a half day K–2 8:30–11:30 3–5 12:30– 3:30	\$10,000 SBDM and ESSER	The use and full implementation of Illustrative Math. From School Year; Show growth on Math CFAs. IReady benchmarks and math KSA.

Reading Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading from 59.0% to 72.6%*

Mathematics Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Writing from 37.0% to 51.3%*

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 (to be reviewed by District Leadership throughout the year)
KDE offered LETRS training	KDE- LETRS This is a two year program covering various literacy instruction. Parts essential for literacy instruction, including phonemic awareness, phonics, vocabulary, comprehension, writing and	Classroom Teachers grades K-5	Two year program Various time throughout the school year. 12 hours total per year	\$0 KDE	Increased pedagogy in teacher's ability to address literacy. Growth in student scores (IReady).

Mathematics Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Math from 44.4% to 60.9%*

Reading Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading from 59.0% to 72.6%*

Writing Goal: *By Spring 2026, Mount Washington Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Writing from 37.0% to 51.3%*

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 (to be reviewed by District Leadership throughout the year)
Various forms of PL opportunities.	Any district or state offered PD that will increase the teachers growth in accordance with their Professional Growth Plan or increase knowledge of the Graduate Profile work.	Certified Staff Must have approval prior to attending from the principal.	Up to 6 hours	\$0	Teacher must state how this PD will be helpful with their PGP plan.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	Participants: All new teachers to BCPS hired for the 2022–2023 school year –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?	New Teacher Orientation: August, 2023 (6 hours) THRIVE Academy sessions: up to 6 hours throughout year	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey



MT WASHINGTON

MIDDLE SCHOOL

2023-2024

| **MT. WASHINGTON** MIDDLE SCHOOL

Professional Development Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Mt. Washington Middle

Date: 4/11/2023

Mission

*Our mission is
Celebrating Success, Collaborating Together, Creating Futures*

Persons Involved in Planning Process

- Leadership Team (Principal, Asst. Principal, MTSS Coach, Instructional Coach & Counselor)
- Guiding Coalition
- SBDM
- Teacher Survey

Description of Planning Process

Analyzing ELEOT data, teacher survey, CSIP and discussion of professional learning opportunities and needs with staff.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Goal: *By Spring 2026, Mt. Washington Middle School will increase the percentage of all students scoring proficient and distinguished in Middle School Reading to 69.3%.*
By Spring 2026, Mt. Washington Middle School will increase the percentage of all students scoring proficient and distinguished in Middle School Math to 60.7%

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 (to be reviewed by District Leadership throughout the year)
PLC Workshop	PLC Workshop with Solution Tree	<p>Teachers</p> <p>Continued improvement in our PLC process specifically in CFAs and MTSS</p>	<p>8/3 & 8/4</p> <p>First Day-Workshop w/ Solution Tree Consultant</p> <p>Flex Day- Follow up from workshop and work time for teacher to develop CFAs</p> <p>6 or 12 hours</p>	\$2000	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
Thrive Academy	Provide support for new teachers to learn effective teaching practices throughout their first year teaching	Teachers with zero years experience Provide focused, sustained support and learning for new teachers throughout the school year.	July 2023–May 2024	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
Thinking Focus Cadre	Cohort of teachers in year long training of thinking strategies, workshop model, community building	Teachers	August 2023–May 2024	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
Content Level PLCs/CFA development	<p>Essential Standards work</p> <p>Vertical alignment of standards and teaching</p> <p>CFA development</p>	<p>Teachers</p> <p>Vertically align standards and teaching, create CFAs</p>	August 2023–May 2024 6 hours	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
Book Study	Several Books to choose from for Book Study: The Excellent 11 Teach Like a Pirate The Energy Bus	Teachers Improve classroom instruction and student engagement	July 2023–May 2024 3 or 6 hours	Flex	

Goal: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%*

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 (to be reviewed by District Leadership throughout the year)
Graduate Profile Technology strategies for the classroom	Embed graduate profile competencies in lesson plans Interactive uses of technology for the classroom EDU protocols	Teachers, staff Improve classroom instruction	August 2023–May 2024	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
PBIS implementation Energy Bus	Review Tier 1 Schoolwide implementation and began Tier 2 supports Energy Bus implementation	Teachers, all staff Fully implement school wide PBIS with fidelity, improve school culture Filly implement Energy bus	August 2023- May 2024	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
Adolescent Literacy	The Right to Literacy in Secondary Schools Book Study	Teachers	August 2023- May 2024 6 hours	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
SBDM	Continuous improvement planning	Experienced or new SBDM members	July 2023 3 or 6 hours	\$0	

Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

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 (to be reviewed by District Leadership throughout the year)
PLC Trainings	Facilitator Training	PLC Facilitators Build teacher capacity as PLC facilitators	PLC Facilitators July 2023–May 2024 3 hours	\$0	



NICHOLS
== ELEMENTARY SCHOOL ==

2023-2024

NICHOLS || ELEMENTARY SCHOOL

Professional Development Plan

Date: 04/11/23

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature: *Anne Marie Landry*

Signature: *Heather Allen*

Signature: *Elizabeth Yates*

Signature: *Cindi French*

Signature: *Chandra Brown*

Signature: *Molly Reinstine Hartley*

Signature:

School: Nichols Elementary School

Date: April 5, 2023

Mission

Our mission is to educate the whole child and instill in students a desire to achieve their full potential as lifelong learners, thinkers, and productive contributors to their community.

Persons Involved in Planning Process

- Anne Marie Landry - Principal
- Lauren Clark - Counselor
- Elizabeth McBroom - Instructional Coach/Library Media Specialist
- SBDM Parent Representatives - Chandra Brown and Molly Hartley
- Teachers and Instructional Assistants

Description of Planning Process

Specific needs were identified through analyzing data, conducting a staff survey of needs and talking with teachers and coaches. Next steps were discussed with the OVEC specialists.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
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 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Reading Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 64.4%, Middle School Reading to 70.6% and High School Reading to 53.5%

Math Goal: By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Elementary School Math to 56.8%, Middle School Math to 60.7% and High School Math to 47.5%

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 (to be reviewed by District Leadership throughout the year)
Graduate Profile Learning Design Institute	GP Teacher Leader cohort will participate in a 2 day design institute creating a learning experience aligned to a Graduate Profile competency.	<p>Participants: GP Teacher Leader Cohort and Instructional Coaches</p> <p>Learning Outcomes: Teachers will be able to create a learning experience aligned to a graduate profile competency for classroom implementation.</p>	June 5–6th, 2023 up to 12 hours	\$0	Learning Institute Survey Participant Data

Reading Goal:

- **By Spring 2026, Nichols Elementary will increase the percentage of all students scoring proficient and distinguished in Reading to 74.6%.**

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 (to be reviewed by District Leadership throughout the year)
ELA/Writing K-2 Lynn Schwallie ELA/Writing 3-5 Lynn Schwallie	<p>Structured Literacy - map out what will be taught in each grade -Use the same color K-5 for root/base words, affixes, etc. -Use common language (tricksters, oddballs) -Recipe for Reading -Anchor chart with "Not" prefix words (un, in, dis)</p> <p>Writing - connecting the reading with writing -what does the writing look like in a primary</p>	<p>All certified ELA teachers and Reading Interventionists</p> <p>Outcomes -a more unified approach in writing that will address the modes of writing with an authentic writing</p>	<p>08/04/23 8:15 - 3:15 (3 hours K-2nd & 3 hours 3rd-5th)</p>	<p>\$0</p>	<p>(Fall, Winter, Spring) iReady data DRA data On-Demand data</p> <p>(On-going) Structured Literacy data</p>

Math Goal

- ***By Spring 2026, Nichols Elementary will increase the percentage of all students scoring proficient and distinguished in Math to 59.4%.***

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 (to be reviewed by District Leadership throughout the year)
Math K-2 Krocket McClure Math 3-5 Krocket McClure	Revisit Math Fact Fluency and Productive Struggle Develop our Mathematics Whole School Agreement (MWSA)	All certified Math teachers and Math Interventionists Outcomes – A unified and consistent approach to the teaching of mathematics that will increase success in mathematics for all students.	08/04/23 8:15 – 3:15 (3 hours K-2nd & 3 hours 3rd-5th)	\$0	(Fall, Winter, Spring) iReady data (Ongoing) CFA data Mastery of Essential Standards data

*Reading Goal: By Spring 2026, Nichols Elementary will increase the percentage of all students scoring proficient and distinguished in Reading to 74.6%.
Math Goal: By Spring 2026, Nichols Elementary will increase the percentage of all students scoring proficient and distinguished in Math to 59.4%.*

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 (to be reviewed by District Leadership throughout the year)	
Data Binders	<p>2nd grade teacher, Ryan Spaulding, will present strategies for effectively using data binders.</p> <p>Teachers will discuss and decide what goals to set, what data to track, and how often.</p> <p>Teachers will be provided with data binders to prepare for student use.</p>	<p>Classroom teachers</p> <p>Outcomes – All data in one place to allow teachers and students to set goals and track growth over time. Student ownership of learning.</p>	3 hours	\$475 SBDM section 6	<p>(Fall, Winter, Spring) iReady data</p> <p>(Ongoing) Mastery of Essential Standards data</p>	



NORTH BULLITT

High School

2023-2024

NORTH BULLITT || High School

**Professional
Development
Plan**

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: North Bullitt High School

Date: 4/19/23

Mission

Our mission is to provide a safe community that prepares all students for post-secondary citizenry and success through equitable, rigorous, and engaging instruction.

Persons Involved in Planning Process

- Kristi Lynch, Principal
- Valerie Skillman & Lindsey Wegley, Assistant Principals
- Taylor Stratton, MTSS Coach
- Jennifer Barth, Jennifer Fletcher, Beau Kaelin, Nicole Stover, Danita Cobble, Instructional Coaches

Description of Planning Process

The planning process of the North Bullitt professional development plan for the 2023–2024 school year took place throughout the year. Input has been received through a variety of sources through formal and informal methods. We set our priority this year as student engagement. Next year we will focus on Mastering the Standards. We want to incorporate more Graduate Profile experiences as well.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

North Bullitt HS Goal: *By Spring 2026, North Bullitt High School will increase the percentage of all students scoring proficient and distinguished in Reading to 49.8% (Gap Economically Disadvantaged 39.7%) and Math to 44.1% (Gap Economically Disadvantaged 35.4%).*

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 District Leadership throughout the year)</i>
Adolescent Literacy Training in Science of Reading Components	School-wide training on SOR practices and strategies for implementation in core instruction	All certified staff; Goal is to equip teachers with knowledge and skills to provide our students with authentic learning experiences that will increase adolescent reading skills in NBHS	Ongoing throughout year on Bullitt Day mornings 7-8 hours	N/A	Evidence of strategy use will be observed through ELEOT walkthroughs and pop-ins. Data will also be analyzed from benchmark assessments to determine areas of growth

North Bullitt HS Goal: *By Spring 2026, North Bullitt High School will increase the percentage of all students scoring proficient and distinguished in Writing to 55.2%, Science to 29% and Social Studies to 34%*

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 (to be reviewed by District Leadership throughout the year)
OVEC Cooperative Learning Training	School-wide training on intentional grouping and cooperative learning strategies.	All certified staff; The goal of this training is to equip teachers with the knowledge and skills to group students effectively to promote cooperative learning and provide engagement strategies that can be implemented immediately.	Sept. 5th, On-going throughout the year on Bullitt Day afternoons 12 hours	N/A	Evidence of strategy use will be observed through ELEOT walkthroughs and pop-ins. Data will also be analyzed from benchmark assessments to determine areas of growth

North Bullitt HS Goal: *By Spring 2026, North Bullitt High School students will feel safe at school and the rules are fair.*

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 District Leadership throughout the year)</i>
Dr. Cleveland Equity Work	Dr. Cleveland will come in a second time to continue where we left off in our equity work.	All certified staff. Learning outcome: staff more culturally aware and prepared to meet students where they are in an equitable fair manner	August 8 6 hours	AWARE grant	Goal is to be more culturally aware as a school/Behavior Data



2023-2024

OLD MILL ELEMENTARY SCHOOL

Professional Development Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Old Mill Elementary School

Date: 4/17/2023

Our mission is to create a **collaborative**
and **innovative** learning environment
where all students **succeed**.

Persons Involved in Planning Process

- Teachers
- Instructional Coach
- Counselor
- Principal
- Chief Academic Officer
- SBDM
- OVEC: Deeper Learning Team
- OVEC: MTSS Team

Description of Planning Process

- Analyzed school-wide assessment data and CSIP to determine areas of growth
- Leadership team worked with OVEC to determine opportunities for support
- Created 12 hours of professional learning based on CSIP goals
- Provided teacher survey for professional development input
- Created opportunities of professional development based on their differentiated needs

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
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 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Reading Goal: By spring 2026, Old Mill Elementary School will increase the percentage of all students scoring proficient and distinguished to 74.3%.

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 District Leadership throughout the year)</i>
Cooperative Learning	OVEC will be partnering with OMES teacher leaders and leading them through strategies to enhance the engagement in their classrooms with a graduate profile lens	<p>Participants: Certified staff</p> <p>Learning Outcomes: Teachers will have a better understanding of providing engagement strategies and instruction through creating learning experiences</p>	August 3rd 6 Hours	\$0	MTSS data ELEOT Data

Math Goal: By spring 2026, Old Mill Elementary School will increase the percentage of all students scoring proficient and distinguished to 64.1%.

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 District Leadership throughout the year)</i>
Cooperative Learning	OVEC will be partnering with OMES teacher leaders and leading them through strategies to enhance the engagement in their classrooms with a graduate profile lens	<p>Participants: Certified staff</p> <p>Learning Outcomes: Teachers will have a better understanding of providing engagement strategies and instruction through creating learning experiences</p>	August 3rd 6 Hours	\$0	MTSS data ELEOT Data

Achievement Gap Reading: By spring 2026, Old Mill Elementary will increase the percentage of students with disabilities scoring proficient and distinguished to 71.1%

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 District Leadership throughout the year)</i>
MTSS Structures and Supports	OVEC will be leading our staff through a training that breaks down the meaning of MTSS, the whole child approach, and what the structures should look like in the classrooms	<p>Participants: Certified and instructional support staff</p> <p>Learning Outcomes: Understanding the MTSS model and understand the tiered resources available</p>	August 4th 6 hours	\$0	<p>MTSS Structures MTSS data</p> <p>Teachers and instructional support staff implementing model where all students are receiving MTSS services</p>

Achievement Gap Math: By spring 2026, Old Mill Elementary will increase the percentage of students with disabilities scoring proficient and distinguished to 48.5%.

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 District Leadership throughout the year)</i>
MTSS Structures and Supports	OVEC will be leading our staff through a training that breaks down the meaning of MTSS, the whole child approach, and what the structures should look like in the classrooms	<p>Participants: Certified and instructional support staff</p> <p>Learning Outcomes: Understanding the MTSS model and understand the tiered resources available</p>	August 4th 6 hours	\$0	<p>MTSS Structures MTSS data</p> <p>Teachers and instructional support staff implementing model where all students are receiving MTSS services</p>

OPTIONAL PL Opportunities based on staff feedback

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 (to be reviewed by District Leadership throughout the year)
PDSA Unit Planning	Teachers will have the opportunity to work in grade-level teams to create unit PDSAs	Grade-level teams Teachers will have the time to have intentional conversations revolving unit plans and assessment creations	July 31st: 3 Hours	\$0	PDSA Creations
Balanced Literacy/Guided Reading	Teachers will have the opportunity to observe exemplar guided reading that incorporates the science of literacy (Foundations)	Certified Staff	August 1st: 1 hour	\$0	Guided Reading DRAs i-Ready Diagnostic Data
iReady Toolbox	Teachers will have the opportunity to explore and learn about the iReady Toolbox and how to utilize it in the classroom	Certified Staff	August 1st: 1 hour	\$0	MTSS Data
Play-Based Strategies	Teachers will have the opportunity to create and learn about play-based strategies they can implement into their classrooms	Certified Staff	August 1st: 1 hour	\$0	ELEOT Data

OPTIONAL PL Opportunities based on staff feedback

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 (to be reviewed by District Leadership throughout the year)
OMES Teacher Mentor Academies	New teachers to Old Mill will work with teacher leaders and be provided support on various components to ensure they are not only supported but feel successful their first year	Teacher Leaders New Teachers to Old Mill	Start: August 4th (1 Hour) Ends May 1st Total: 6 Hours	\$0	Teacher Culture Surveys
Writing Strategies	Teachers will learn how to incorporate various writing strategies across all areas of the curriculum.	Certified Staff	August 1st: 1 hour	\$0	ODW benchmark assessment PDSA Unit Plans
Math in Practice	Teachers will have the opportunity to explore Math in Practice and design instruction using the resource.	Certified Staff	August 1st: 1 hour	\$0	i-Ready Assessment PDSA Unit Plans

OPTIONAL PL Opportunities based on staff feedback

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 District Leadership throughout the year</i>)
Number Talks	Teachers will have the opportunity to learn about the structures of Number Talks and participate in one.	Certified Staff	August 1st: 1 hour	\$0	Eleot Data PDSA Planning
Math Manipulatives	Teachers will have the opportunity to explore various math tools and how to incorporate the into instruction.	Certified Staff	August 1st: 1 hour	\$0	Eleot Data iReady Assessment PDSA Planning
Restorative Practice	Teachers will have the opportunity to learn the structures of Restorative Practice and how to utilize it to improve classroom community.	Certified Staff	August 1st: 1 hour	\$0	MTSS Behavior Data



OVERDALE
ELEMENTARY SCHOOL

2023-2024

|| OVERDALE ELEMENTARY SCHOOL

**Professional
Development
Plan**

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.
Principal Signature: Tonya Holt
Signature: Jennifer Davenport
Signature: Jessy Geary
Signature: Angie Marksbury
Signature:
Signature:
Signature:

School: Overdale Elementary School

Date: April 17, 2023

Mission

Our mission is Overdale Elementary strives to grow all students into productive members of society by providing engaging, rigorous instruction with high expectations in an environment of mutual respect and appreciation.

Persons Involved in Planning Process

- Certified Teachers – [Survey for Professional Learning](#)
- Tonya Holt, Principal
- Tina Anderson, Counselor
- Carla Wilson, instructional coach
- SBDM Council

Description of Planning Process

Staff were administered professional development feedback forms in March 2023. Professional development ideas were shared with administration. A PD plan was developed and shared with SBDM for feedback. SBDM signed off on the plan in April 2023, and dates were shared with staff.

Directions

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 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Proficiency Reading: By Spring 2026, Overdale Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading from 46.0% to 64.0%.

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 (to be reviewed by District Leadership throughout the year)
	<p>Professional learning on the Assessment Instructional process (backwards planning)</p> <p>Use of MasteryConnect to design assessments from the Predictive Assessment resource bank for reading.</p>				<p>Monthly learning checks analysis.</p> <p>ELEOT walks analysis.</p> <p>MasteryConnect analysis</p> <p>IXL data analysis</p>

Proficiency Math: By Spring 2026, Overdale Elementary School will increase the percentage of all students scoring proficient and distinguished in Math from 42.0% to 60.0%.

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 District Leadership throughout the year)</i>
	<p>Teachers will undergo professional development on effective instructional strategies to use when teaching number sense and operations.</p> <p>Professional learning on the Assessment</p>				<p>Monthly learning checks analysis.</p>

Proficiency Reading: By Spring 2026, Overdale Elementary School will increase the percentage of all students scoring proficient and distinguished in Reading from 46.0% to 64.0%. Proficiency Math: By Spring 2026, Overdale Elementary School will increase the percentage of all students scoring proficient and distinguished in Math from 42.0% to 60.0%.

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 District Leadership throughout the year)</i>
Wilson FUNdations Deeper Learning 101 – PBL/Grad Profile with OVEC Vertical alignment of Math and ELA i-Ready	Staff will participate in professional learning focused on iReady diagnostics, myPath, and teacher toolkit	All Certified Staff Classified Staff (optional)	July 2023 (3 to 6 hours)	Title I – ???	Teachers will implement iReady tools to support student learning.

Proficiency Math: By 2026, 80% of Overdale Elementary School students will feel that all students are treated the same if they break school rules.

By 2026, 80% of Overdale Elementary School students will feel that students being mean or hurtful to other students is not a problem

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 (to be reviewed by District Leadership throughout the year)
<p>Rooms/Thrillshare</p> <p>PBIS Refresher in collaboration with OVEC</p> <p>Staff will reflect on their own inclusiveness in their life and learn to include all students and staff in daily</p>	<p>Monthly Guidance Lessons The school counselor provides core instruction on social emotional learning as part of the special area rotation (2 times per month).</p> <p>PBIS Program- Each classroom and common areas share Tier I</p>	<p>Overdale’s objective is to improve the overall school climate and safety.</p> <p>Teachers will learn how to create an inclusive environment where all students feel comfortable and</p>	<p>Ongoing during the 2023-2024 school year</p>	<p>BCPS AWARE Grant Sarah Smith Stephanie Warner</p> <p>District via Kali Ervin</p>	<p>Quality of School Climate and Safety Survey (3 times per year)</p> <p>Behavior MTSS</p> <p>PBIS System check-ins and feedback surveys</p>

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher	All new teachers are provided time to be "inducted" into the BCPS district by	<p>Participants: All new teachers to BCPS hired for the 2022-2023 school year</p> <p>-The outcomes for new teachers will be focused around the following essential questions: (1) How has teacher planning, classroom management,</p>	New Teacher Orientation: August, 2023 (6 hours)	\$0 (no cost to	New Teacher and



PLEASANT
= GROVE =
Elementary School

2023-2024

PLEASANT GROVE || Elementary School

Professional Development Plan

Date:

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Pleasant Grove Elementary

Date: April 17, 2023

Mission

*Our mission is ...
Inspire Tomorrow's Leaders Everyday*

Persons Involved in Planning Process

- Principal: Dionna Bickley
- Assistant Principal: Erica Harbin
- Instructional Coach: Megan Brown
- School Counselor: Elizabeth Barnett
- Certified Staff
- SBDM Committe

Description of Planning Process

Using the CSIP, the leadership team consisting of the principal, assistant principal, instructional coach, and counselor met to look at areas that are in need of improvement. Once those areas were identified, a list of possible solutions was drafted. The Needs Assessment and the Goal Builder were the main parts of the CSIP plan used. In the March of 2023, a survey was given to certified staff to identify specific areas with regards to our CSIP goals that are needed. All of the data was compiled and areas of focus were determined. A draft was started by the administration team, and then shared with the SBDM committee. The committee met to review the draft and give suggestions to the rough draft. The administration team then made revisions and reshared the document with the committee for approval. In April, the SBDM was consulted and approved the plan in its entirety.

Directions

1. Add 3–5 year CSIP goals at the top of the slide.
2. Include:
 - a. What the professional learning activity is
 - b. A description of activity
 - c. Who will be attending & what the learning outcomes are
 - d. When the activity will occur & how many hours
 - e. The estimated cost & funding source
 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Reading Goal: *By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 66% to 70.8%.*

Math Goal: *By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Math from 62.0% to 70.0%.*

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 (to be reviewed by District Leadership throughout the year)
I Ready Training	The purpose of the day is to train all staff on the use and resources of I Ready.	Certified Staff	TBD by the District (6 hours)	\$0 District	The use and full implementation of IReady. Look for usage and number of interventions used. In long run looking at student growth in scores and reading comprehension.

Writing Goal: *By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Writing from 48% to 68.6%.*

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 (to be reviewed by District Leadership throughout the year)
Self Regulated Strategy Development in Writing with Lynn Schwallie	The purpose of the training is to provide staff with the stages of SRSD for writing instruction as well as SRSD strategies for teaching narrative, expository, and argument writing.	Certified Staff	July 20th 8:30–11:30 (3hrs)	\$0 OVEC	Daily Writing Workshop occurring in classrooms SRSD strategies observed during classroom visits Improvement in ODW scores

Reading Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 66% to 70.8%.

Math Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Math from 62.0% to 70.0%.

Writing Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Writing from 48% to 68.6%.

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 (to be reviewed by District Leadership throughout the year)
Differentiation an Engagement Strategy Toolbox	An interactive session focused on engagement and differentiation. Staff will utilize the resource created to compile a list of engagement strategies to support student learning, and also to offer tips for differentiation .	Certified Staff	July 28th 8:30-3:30 (6hrs)	\$0 OVEC	Improved student engagement according to eleot observation data and Evaluation observation data

Reading Goal: *By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 66% to 70.8%.*

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 (to be reviewed by District Leadership throughout the year)
FastBridge Training	The purpose of the day is to train all staff on the use and resources of FastBridge.	Certified Staff and Classified staff	TBD by the District 3 hours	\$0 District	The use and full implementation of FastBridge. Use of interventions for students needing it. In long run looking at student growth.

Reading Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 66% to 70.8%.

Math Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Math from 62.0% to 70.0%.

Writing Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Writing from 48% to 68.6%.

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 (to be reviewed by District Leadership throughout the year)
PLC Team	During this time the grade level PLC will review and edit norms, review the instructional process, along with essential standards and pacing guide work.	Certified Staff and Classified staff	3 hours	\$0 District	Development of a productive PLC working through the instructional process to improve student learning.

Reading Goal: *By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 66% to 70.8%.*

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 (to be reviewed by District Leadership throughout the year)
KDE offered LETRS training	KDE- LETRS This is a two year program covering various literacy instruction. Parts essential for literacy instruction, including phonemic awareness,	Classroom Teachers grades K-5	Two year program Various time throughout the school year. 12 hours total per year	\$0 KDE	Increased pedagogy in teacher's ability to address literacy. Growth in student scores (IReady).

Reading Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Reading from 66% to 70.8%.

Math Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Math from 62.0% to 70.0%.

Writing Goal: By Spring 2026, Pleasant Grove Elementary will increase the percentage of all students scoring proficient and distinguished in Writing from 48% to 68.6%.

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 (to be reviewed by District Leadership throughout the year)
Various forms of PL opportunities.	Any district or state offered PD that will increase the teachers growth in accordance with their Professional Growth Plan or the Profile of a Graduate work.	Certified Staff Must have approval prior to attending from the principal.	Up to 6 hours	\$0	Teacher must state how this PD will be helpful with their PGP plan.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022-2023 school year</p> <p>–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</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey



RES

2023-2024

**Roby
Elementary
School**

**Professional
Development
Plan**

Date: 4.18.23

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature: Hannah Scott

Signature: Emily Hunt

Signature: Jordan Contreras

Signature: Brittany Henon

Signature: Samantha Coater

Signature: Ashley Johnson (signed on paper)

Signature: Amber Sorenson (signed on paper)

School: Roby Elementary

Date: 2023-204

Mission

*WHO WE ARE
CAREGIVERS*

*VISION (WHY WE EXIST)
INSPIRE THE UNIMAGINABLE*

*ON A MISSION TO
WE INSPIRE OUR STUDENTS' LOVE FOR LEARNING, ENCOURAGE THEM TO TRY NEW THINGS, AND GIVE THEM A SOLID FOUNDATION TO
BECOME CARING COMMUNITY MEMBERS.*

Persons Involved in Planning Process

- All Caregivers (Teachers)
 - Committees: PBIS, Academic Committee, Leadership Team (Team Leads)
- School Leadership Team/ILT Team
- SBDM Council

Description of Planning Process

- All Caregivers complete an annual survey regarding 23–24 Professional Learning needs and to provide input on PL dates. [HERE](#)
- Input is gathered regarding Professional Learning needs that arise mid year (for both certified and classified staff). [HERE](#)
- [PL Tracker](#) created to ensure there is onboarding for new staff (both certified and classified)
- [PL Schedule](#) created to share with staff on closing day

Directions

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 - f. Outcome/Progress/Success Evidence
3. See the next slide for an example of an activity slide.
4. Submit to Brandy Howard and CC Kim Lee with SBDM approval by May 1st.

Reading Goal: *By Spring 2027, Roby Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 62.3%.*

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022-2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

Reading Goal: *By Spring 2027, Roby Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 62.3%.*

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 (to be reviewed by District Leadership throughout the year)
<p>iReady (3–6 hours)</p> <p>FastBridge/Diagnostic PD K–3</p> <p>Instructional Process (3 hr.) – Backwards design</p> <p>Tier 2 MTSS – PLC mid-end of of August</p>	<p>1. Training on iReady as our university screener. This will be year 2 of iReady implementation. PL will need to be differentiated based on needs.</p> <p>2. Training on FastBridge as the diagnostic used in K-3. This PL will instruct teachers on giving the diagnostic, progress monitoring, and how to use the data from the assessments.</p> <p>3. Explicit training on the instructional design process (from standards, assessments, planning, instruction, intervention/enrichment) as a function of our PLCs.</p> <p>4. Training on our tier 2 processes for data collection, intervention and extension.</p>	<p>1. All K-5 teachers & special education teachers. They will have differentiated PL based on their needs. This learning will be aimed at increasing teacher information at the skill level to increase S growth and S achievement; learning will guide MTSS needs and leveling of reading and math groups for highly individualized instruction. All teachers will understand how to administer the screener and know what to do with the results</p> <p>2. All K-3 teachers - All primary teachers will understand how to administer the diagnostic and know what to do with the results</p> <p>3. All k-5 teachers & special education teachers - All teachers will understand the instructional process and use this process in PLCs to backwards plan.</p> <p>4. All k-5 teachers & special education teachers - Teachers will know how to use PDSA process with instruction in current units, using data to determine next steps with students at the individual student and essential standard level.</p>	<p>1. 8.1.23 (1.5 hours)</p> <p>2. 8.8.23 (1 hour)</p> <p>3. 8.1.23 (3 hours)</p> <p>4. August 23 - PLC</p>	<p>\$0</p>	<p>1. Universal screener data; Triangulation of data through our data hub</p> <p>2. Diagnostic data; triangulation of data through our data hub</p> <p>3. PLC Minutes</p> <p>4. Tier 2 (& 3 data); triangulation of data through our data hub</p>

___Reading & Math___ Goal: *By Spring 2027, Roby Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Reading to 62.3%. By Spring 2027, Roby Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary School Math to 47.1%.*

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 (to be reviewed by District Leadership throughout the year)
1. FUNdations with IC from another school 2. Deeper Learning 101 – PBL/Grad Profile with OVEC 3. Vertical alignment of math and ELA	1. FUNdations is a program our school is purchasing. This program is for foundational skills. Teachers will learn the best way to implement Foundations to our students. 2. OVEC will introduce our staff to Deeper Learning. This PL will focus on PBL and BCPS profile while making small shifts in the classroom. 3. This year our teachers determined essential standards in math and ELA. This will allow them to work with other teams to see the outcome and how their learning ties into the grades before and after them. They will also be able to discuss the instructional strategies used.	1. Teachers in grades K-2 2. Teachers in grades 3-5 3. All Teachers Gr. K-5	1. 8.4.23 - 3 hr. 2. 8.4.23 - 6hr. 3. PLCs/Bullitt Meetings	\$0	1. DRA, PASS, iready scores in phonics/pa 2. Lesson Plans, ELEOT walkthroughs to observe student participation and learning. 3. Data on Essential Standards in each grade level, ELEOT walkthroughs to observe the instructional strategies discussed

__Gap__ Goals: *By Spring 2027, Roby Elementary School will increase the percentage of students with disabilities scoring proficient and distinguished in Elementary School Reading to 45.5%.
By Spring 2027, Roby Elementary School will increase the percentage of students with disabilities scoring proficient and distinguished in Elementary School Math to 37.4%.*

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 (to be reviewed by District Leadership throughout the year)
Special Education: 1. IEP goals based on grade level standards 2. Co-teaching 3. Autism - EVERY STAFF MEMBER - With OVEC in Collab with Autism Center	1. Moving from instructional level goals to grade level and instructional strategies for basic reading, fluency, comprehension, writing and math. 2. Teachers will participate in activities to promote relationship building, goal setting, and learn to provide instruction in small group. 3. Teachers will learn evidence based strategies for working with high need students, SWD and students with ASD.	1. Special education teachers 2. All co-teaching pairs (general ed and special education) 3. All staff	1. Sped August PLC TBD 2. August 4- K-2 Coteach 3 hours PM 8.7.23 (Co-Teaching Approach Modeled), Bullitt Day Afternoons - Co-teaching team plc opportunities, Aug. Faculty Meeting Co-Teaching Training 1.5 hr. (Co-teaching teams) 8.3.23 (6 hr.) - Co-teaching teams have time to plan 3.	No cost	1. Teachers will write goals based on grade level standards and assess using grade level probes as monitored by IEP reviews. 2. Teachers will use small groups to instruct in the co-teaching setting as monitored by observations. 3. Teachers will implement evidence based strategies when working with students with disabilities and students with ASD.

___Quality of School Climate and Safety___ **Goal:** *By 2027, Roby Elementary School students will identify the quality of school climate and safety as 82 or above (blue indicator).*

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 (to be reviewed by District Leadership throughout the year)
1. Creating an Equitable and Inclusive Educational environment with Dr. Cleveland 2. Rooms/Thrill Share 3. PBIS	1. Staff will reflect on their own inclusiveness in their life and learn to include all students and staff in daily routines - Focused on "Educating all Students" from Impact Survey results 2. Set up rooms and thrillshare app, connecting Google classroom, exploring messaging systems and PBIS system (class and school store) 3. School expectation in classrooms, common areas, school store/class stores, communicating with parents, etc.	1. All teachers will learn how to create an inclusive environment where all students feel comfortable and welcomed. 2. All teachers will set up rooms and thrillshare for the year. 3. Staff will be trained on PBIS expectations and techniques.	1. 9/5/2023 2 hours and 10/9/23 1.5 hour follow up 2. 8.8.23 (1 hr.) 3. 8.8.23 (1 hr.)	1. KDE AWARE grant via Sarah Smith and Stephanie Warner 2. District via Kali Ervin 3. NA	1. Results of the Impact Survey (under section Educating all Students Section) and Results on the KSA Quality of School Safety and Climate Survey

___SS___ Goal: *By Spring 2027, Roby Elementary School will increase the percentage of all students scoring proficient and distinguished in Elementary Social Studies 42.9%*

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 (to be reviewed by District Leadership throughout the year)
1. 5th Gr. SS PD- Inquiry in Social Studies - (Optional district PL)	Focus on creating a common understanding of inquiry structures, planning strategies and classroom practices that are essential for implementing the KAS for Social Studies.	Writing/SS teacher	1. June 13 - 5 hours	1. \$0	1. Products created in PL (lesson plans, units, etc)



SHEPHERDSVILLE

ELEMENTARY SCHOOL

2023-2024

SHEPHERDSVILLE | ELEMENTARY SCHOOL

Professional Development Plan

Date: SBDM Signatures

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

Signature:

School: Shepherdsville Elementary
School

Date: 4/13/23

Mission

We are a safe and caring community school with dedicated professionals who give every child, every chance, every day.

Persons Involved in Planning Process

- **Administrative Team**
- **SBDM**
- **Team Facilitators**
- **Feedback from staff members**

Description of Planning Process

A staff survey was given regarding school priorities moving forward and feedback was solicited during the PLC process to determine professional learning needs. Multiple school-wide data points, including assessment data, behavior data, classroom monitoring tools, and IMPACT Survey results (targeted questions administered to staff) were utilized to guide where PL was needed to support the mission and vision of SES.

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
Grade level PLC work to ensure alignment and rigorous instruction	ELA focused planning sessions to adapt current curriculum to meet the needs of SES students and incorporate authentic learning experiences for students	All Grade Level and SPED Teachers and Administration	Summer of 2023 (likely late July) 12 hours for PL or stipend	ESSER Learning Forward funds (\$16,000)	Impact Survey

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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 THRIVE Academy?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
i-Ready Professional Learning	i-Ready implementation training and differentiated professional learning for experienced teachers	Grade Level and Special Education teachers	TBD, late July, 6 hours of PL.	Up to \$3,000-\$4,000, to be determined after aligned with the district	MTSS and formative assessment data

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
Shepherdsville Elementary Ed Camp	Staff Specific PL centered on multiple topics: developed based upon staff feedback (Ex: classroom management, technology integration)	All certified staff, and administration	TBD, Late July, 6 hours	\$200 for materials, stipends for district staff who present	Impact Survey

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
Training on Apptegy/Rooms for staff	All Staff PL centered on new PBIS/Communication system	All certified staff and appropriate classified staff	TBD, 3 hours	Organized by the district	Plus/Delta, staff survey

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
MTSS Procedures and Structures	Training designed to ensure efficient and effective implementation of MTSS (K-2 and 3-5)	Grade Level Teachers	Late July, 3-6 Hours	Approximately \$400 for stipends for trainers and materials	MTSS Walkthroughs, MTSS probe data

Shepherdsville Elementary School Goals: *By Spring 2026, Bullitt County Public Schools will increase the percentage of all students scoring proficient and distinguished in Reading to 48.6%, Math to 43.4%, Writing to 41.8% Science to 36.7%, and Social Studies to 39%.*

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 (to be reviewed by District Leadership throughout the year)
PBIS and school-wide systems	Reviewing and resetting PBIS systems to ensure alignment among staff members	Classroom teachers, selected classified staff	3 Hours	Approximately \$250 for materials	Impact Survey, student behavior data



ZONETON
MIDDLE SCHOOL

2023-2024

ZONETON MIDDLE SCHOOL

**Professional
Development
Plan**

Date: April 13, 2023

The School Based Decision-Making Council has reviewed and approved the attached Professional Development plan for the 2023-2024 school year.

Principal Signature: Lesley Chadwell

Signature: Sarah Starks

Signature: Courtney Thompson

Signature: Bethany Voight

Signature: Danielle Dunn

Signature:

Signature:

School: Zoneton Middle School

Date: April 10, 2023

Vision

Character. Community. Academics

Mission

Our mission is to empower students who embrace diversity, value learning, and positively impact the community.

Persons Involved in Planning Process

- Lesley Chadwell, Principal
- Sarah Oros, Assistant Principal
- Heather Cox, Instructional Coach
- Stephanie McGarry, MTSS Coach
- Karissa Lewis, Counselor
- Carey Murphy, Special Education Instructional Coach
- Zoneton Middle School teachers

Description of Planning Process

The planning process of Zoneton Middle School's professional development plan for the 2023–2024 school year took place throughout the year. Input has been received through a variety of sources across the school through formal and informal methods.

Goal: 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.

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 (to be reviewed by District Leadership throughout the year)
New Teacher Orientation/ THRIVE Academy	All new teachers are provided time to be “inducted” into the BCPS district by raising awareness of district goals, work, and understanding where/who to go for assistance.	<p>Participants: All new teachers to BCPS hired for the 2022–2023 school year</p> <p>–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?</p>	<p>New Teacher Orientation: August, 2023 (6 hours)</p> <p>THRIVE Academy sessions: up to 6 hours throughout year</p>	\$0 (no cost to schools–district funded)	New Teacher and THRIVE Academy Survey

Reading Goal: *By Spring 2026, Zoneton Middle School will increase the percentage of all students scoring proficient and distinguished in Reading to 63.1%.*

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 (to be reviewed by School Leadership throughout the year)
Workshop Model	Teachers will receive Professional Learning on Workshop Model using <u>Phenomenal Teaching</u> by Wendy Ward Hoffer	<p>Participants: All certified staff</p> <p>Outcomes: Teachers will be able to create learning activities using the implement The Workshop Model Instructional Practice.</p>	<p>August 3rd 8:15–3:15 6 hours</p> <p>On-going during Bullitt Day</p>	Phenomenal Teaching Books \$37.50 each for 15 teachers (\$562.50 Title 1)	Monthly analysis of Classroom Observation data

Math Goal: *By Spring 2026, Zoneton Middle School will increase the percentage of all students scoring proficient and distinguished in Math to 51.1%.*

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 School Leadership throughout the year)</i>
Standards Based Assessment	Teachers will receive Professional Learning on creating standards based assessments using mastery connect.	<p>Participants: All certified staff</p> <p>Outcomes: Teachers will be able to create rigorous standards based assessments (using essential standards)</p>	August 4th 8:15–3:15 6 hours	\$0	Monthly Analysis of assessment data in PLC

Reading Goal: *By Spring 2026, Zoneton Middle School will increase the percentage of students with disabilities scoring proficient and distinguished in Reading to 45.6%.*

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 (to be reviewed by District Leadership throughout the year)
Co-Teaching	Teachers will receive Professional Learning on effective co-teaching models.	<p>Participants: Co-teaching pairs</p> <p>Outcomes: Teachers will be able to implement co-teaching models.</p>	<p>November 6, 2023</p> <p>8:15–3:15</p> <p>6 hours</p>	\$0	<p>Monthly analysis of Observation data</p> <p>Semester Staff survey data</p>

Reading Goal: *By Spring 2026, Zoneton Middle School will increase the percentage of all students scoring proficient and distinguished in Reading to 63.1%.*

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 District Leadership throughout the year)</i>
Graduate Profile	Teachers will unpack 6 competencies - giving examples and non examples.	<p>Participants: All certified staff</p> <p>Outcomes: Teachers will create learning experiences that incorporate the competencies to demonstrate mastery of standards.</p>	October–March 6 sessions 3:15–4:15 1 hour each month	\$0	Monthly analysis of Lesson plans and observation data

Reading Goal: *By Spring 2026, Zoneton Middle School will increase the percentage of all students scoring proficient and distinguished in Reading to 63.1%.*

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 (to be reviewed by District Leadership throughout the year)
Various PL related to CSIP (Optional)	Math Curriculum	Math Team	6-12 hours		
Various PL related to CSIP (Optional)	Specially Designed Instruction and Co Teaching training for teachers and coaches	Special Education Team Co-Teachers	6 hours		
Various PL related to CSIP (Optional)	KCM PBL Thinking Strategies 4 square	All Teachers	6-12 hours		