



Bullitt County Public Schools

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TO: Dr. Jesse Bacon, Superintendent *JB*

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

RE: 2023-2024 District Professional Development Plan

DATE: May 10, 2023

The attached 2023-2024 District Professional Development Plan provides a plan and snapshot of professional learning opportunities offered by and through the district. All professional learning opportunities are aligned with our needs assessments specific to the District Improvement Plan and federal funds, as appropriate. This plan is also subject to change based on new offerings and/or needs that occur through the continuous improvement process. Approval is requested for the 2023-2024 District Professional Development Plan.

Equal Education and Employment Institution

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5-10-23



BULLITT
COUNTY
PUBLIC
SCHOOLS

2023-2024

**District
Professional
Development
Plan**

District: Bullitt County Public Schools

Date: May 31, 2023

Vision

*Our mission is to
inspire and equip
our students to
succeed in life.*

Core Values

*Students Matter Most
Shared Accountability
Embrace Difference
Future Focused
Proactive Innovation
Service Before Self*

Aspirations

*Assure our graduates are ready to immediately
succeed in life.*

*Provide a solid, useful education that is valued by
students, parents, educators, staff, community
members, and businesses.*

Achieve Student Success cost effectively.

*Be a national leader in educational innovation and
performance.*

*Collaborate with businesses, education providers,
and the community to maximize student learning
options.*

Persons Involved in Planning Process

- Jesse Bacon, Superintendent
- Adrienne Usher, Assistant Superintendent for Student Learning
- Brandy Howard, Chief Academic Officer
- Patrick Durham, Director of Elementary Education
- Rachelle Bramlage-Schomburg, Director of Secondary Education
- Troy Kolb, Director of Special Education
- Lee Barger, Director of College and Career Readiness/Innovative Programs
- Elementary, Middle and High School Principals
- Elementary, Middle and High School Instructional Coaches
- Digital Learning Coaches
- Teachers through Surveys/Feedback
- Input from Superintendent Certified Advisory Team
- Input from High Quality Instructional Coalition

Description of Planning Process

The planning process of the district 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 district through formal and informal methods.

*(*this plan is subject to change based on needs and data updates)*

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, 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

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Graduate Profile Teacher Cohort	Teachers will be able to learn about each graduate profile competency and be able to plan learning experiences aligned with them.	<p>Participants: Teachers and Instructional Coaches</p> <p>Learning Outcomes: Teachers will be able to learn about each graduate profile competency and be able to plan learning experiences aligned with them.</p>	September 2023–May 2024	Deeper Learning Grant \$60,000	Attendee Survey

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Student-Centered Coaching Cycles	Instructional Coaches will complete modules where they will learn how to implement a student-centered coaching cycles based on Diane Sweeney's Student Centered Coaching Cycle book.	Instructional Coaches Coaches will implement a student-centered coaching cycles based on Diane Sweeney's Student Centered Coaching Cycle book.	August 2023-2024	\$0	Coaching Cycle Reflection Surveys

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Project-Based Learning Training with PBLWorks	Teachers will participate in a PBL training to design learning connected to community and Graduate Profile Competencies	Participants: Lab host schools, instructional coaches, etc. Learning Outcomes	June 6th, 7th, and 8th, 2023	\$0	Attendee Survey

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Thinking Focus Classroom Cadres/Cohorts	Cadres/cohorts of teachers will participate in a year-long job-embedded professional learning experience focused on the four pillars of community, thinking strategies, gradual release of responsibility and academic discourse to increase engagement and rigorous learning (elementary, middle and high)	<p>Participants: Elementary, Middle and High School Teachers</p> <p>Learning Outcomes: Increase the implementation of a thinking-focused classroom by teachers across all levels; provide support for previous cohorts with job-embedded coaching; and expose teachers to lab host classrooms to see a thinking-focused classroom in action</p>	August 2023– 2024 (on-going, various hours)	Student Learning Budget, \$40,000	<p>–Eleot Walkthrough Data</p> <p>–Participant Surveys</p>

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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)
Instructional Technology	The 5 District Digital Learning Coaches will provide general and tailored professional learning to teachers and schools based on new technology tools purchased by district/schools and/or being used to assist with NTI and continuing to improve technology in the classroom.	<p>Participants: Teachers Instructional Coaches Principals</p> <p>Learning Outcomes: Teachers and administrators will increase their knowledge of an effective blended model learning classroom continuing to use existing technology platforms and tools.</p>	on-going	\$0	<p>-Student and Teacher Survey data</p> <p>-Eleot Technology Environment Data Review</p>

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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 and FastBridge	Education Teachers participate in year long job-embedded learning focused on the five components of literacy, learn assessment strategies and how to intervene with student deficits based on assessment data	<p>Participants: Elementary teachers</p> <p>Learning Outcomes: Understand and apply the five components of literacy in classroom instruction; diagnose reading issues utilizing specific literacy assessments based on the five components of reading; utilize appropriate interventions based on data from assessments</p>	Summer 2023 and throughout the year	\$65,000 from ESSER	-i-Ready and Fastbridge data (early literacy data)

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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)
Variety of K-12 Professional Learning Offerings- Teacher Choice	Provide additional professional learning opportunities that align with school level professional development plans and teacher professional growth goals	Participants: Teachers Learning Outcomes: criteria established by presenter for session	June 2023-July 2024	\$0	-Predictive/Benchmark Assessment Data -State Assessment Data -Participant Surveys

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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)
Standards Training/ Alignment for: -Science -Social Studies -ELA -Math	Ensure alignment of standards through adjustment of pacing guides	Participants: Teachers, Instructional Coaches, etc. Learning Outcomes: Implement aligned standards documents in classroom instruction and through assessment at the appropriate DOK level	July 2023–June 2024	\$0	Feedback from principals/teachers, etc.

Postsecondary Readiness Goal: Transition Readiness Goal–By Spring 2026, the postsecondary readiness goal will increase to 95%

Graduation Goal: Graduation Goal–By Spring 2026, the graduation rate will increase to 92.5% (4– and 5–year combined).

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)
Kentucky Association for Career and Technical Education Conference (KACTE)	Participants will learn of new updates specific to CTE and how to implement/improve workforce development opportunities for students	Participants: Principals, CTE Asst. Principals, CCR Coaches, and CTE Teachers	July 18–21, 2023 12 hours	Perkins \$3,300	Transition Readiness Rates

Needs Improvement Data: SEL Needs Assessment–Title IV

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)
KYSHAPE State Conference	State conference that provides strategies and new learning for teachers to address the needs of the whole child	<p>Participants: Physical Education and Health Teachers</p> <p>Learning Outcomes: Address the whole child through safe and healthy activities in the classroom for students</p>	June 14–16, 2023	Title IV \$6000	<p>–Participant Surveys</p> <p>–Implementation of SEL/Trauma-Informed strategies within PE/Health pacing guides</p>

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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)
KySTE Conference	State conference to provide school staff with new learning related to implementing effective instructional technology in the classroom	<p>Participants: Principals, Teachers, Library Media Specialists, Instructional Coaches, Digital Learning Coaches</p> <p>Learning Outcomes: Implement one-to-one and blended learning environments more effectively in our district in Grades K-12</p>	Winter 2024 (TBD)	Title IV \$13,000	<p>-Participant Surveys</p> <p>-Eleot Walkthrough</p>

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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)
English Language Learners Teaching and Learning Training and WIDA Conference	Training to understand EL Learners on how to differentiate instruction	Participants: EL Teacher & Teachers of EL Students Learning Outcomes: Participants will learn best practice instruction specific to EL learners and their needs; how to differentiate instruction and utilize existing district programming	WIDA Conference October 2023	Title III Budget \$5000	-ACCESS Scores

Needs Improvement Data: SEL/Trauma-Informed Needs Assessment Data

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)
Youth Mental Health First Aid	Provide staff with information on how to provide first aid in the form of mental health to our students.	<p>Participants: Principals and Teachers, K-12</p> <p>Learning Outcomes: Education and awareness of various mental health diagnoses and the response for assistance with students.</p>	2023-2024 ongoing 6 hours	Project AWARE Funds \$2000	-Pre- and Post Assessment

Needs Improvement Data: Infinite Campus Data/ Behavior Data Standards

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)
Positive Behavior Interventions and Supports	Provide staff with information on evidence based behavior prevention strategies for effective classroom engagement.	<p>Participants: Principals and Teachers, Pre-K through 12th</p> <p>Learning Outcomes: Education and awareness of student behavior and the appropriate response for support for students</p>	2023-2024 Ongoing As needed	\$0	Analysis of Behavior data/ Tableau Visualizations.

Needs Improvement Data: Between 2019–2023 476 staff members are to be trained in trauma-informed care as reported by AWARE grant data measures.

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/Trauma-Informed Care	Proactive approach to classroom management and responsiveness/resiliency in the classroom	<p>Participants: K-12 Principals, Teachers, Counselors, Classified Staff, etc.</p> <p>Learning Outcomes: Decrease office referrals and implement proactive student behavior support systems.</p>	2023–2024 3 hours	Project AWARE Funds \$4000	-Tiered Fidelity Measure

Needs Assessment Survey data indicated that 45% of those surveyed reported a need for Restorative Practices

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)
Restorative Practices	Provide staff information on restorative practice and how to implement in their classes and schools.	<p>Participants: Teachers K-12 Principals</p> <p>Learning Outcomes: Education and awareness of the effects of punitive consequences</p>	2023-2024 On going As needed	\$0	Analysis of Discipline Policies, Aggregation of Data and Decrease in Office Referrals and IN- and Out- of school Suspensions

Achievement Gap Reading: By Spring 2026, Bullitt County Public Schools will increase the percentage of students with disabilities scoring proficient and distinguished in Elementary School Reading to 44.9%, Elementary School Math to 38.2%, Middle School Reading to 39.5%, Middle School Math to 33%, High School Reading to 32.2%, and High School Math to 29.1%

Achievement Gap Math: By Spring 2026, Bullitt County Public Schools will increase growth towards proficiency in Elementary to 38.2% and in Middle to 33%.

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 Compliance Monitoring and Feedback	Teams of teachers across the district will use KDE monitoring forms to review IEPs.	<p>Participants: Compliance Coordinator, Compliance Coach, ARC Chairpersons and Special Education Teachers</p> <p>Learning Outcomes: Participants will improve their understanding of compliance requirements related to IEPs to improve the quality of IEPs across the district specific to compliance concerns.</p>	2023-2024 ongoing	\$0	<p>-Compliance Coordinator and Compliance Coach monitoring/feedback evaluations</p> <p>-Number of IEPs in compliance based on monitoring forms</p>

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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)
IEP and Progress Monitoring Training	Special Education Teachers will receive updated information concerning IEP development and methods of progress monitoring data collection	<p>Special Education Teachers</p> <p>Learning Outcomes: Participants will grow in their understanding of IEP development and Progress Monitoring requirements to meet compliance standards and lead to improved instructional practices.</p>	<p>July and August 2023 6 hours</p> <p>2023-2024 ongoing</p>	\$0	<p>-feedback evaluations</p> <p>-compliance monitoring forms</p>