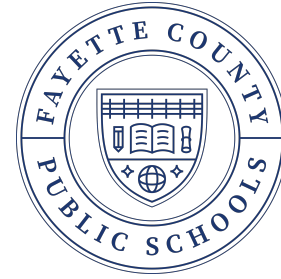# Superintendent Report

Inaugural Focus Forward: FCPS Professional Learning Summit
September 25, 2023

District Professional Learning Plan Implementation

Alignment to Goals

Strategic Plan:	District Improvement Plan:	Superintendent Standards:
Highly Effective & Culturally Responsive Workforce	PLCs	Instructional
	Assessment	Cultural
Organizational Health & Efficiency	Accelerated Learning	Managerial
	Culture and Climate	Collaborative
		Human Resources

Characteristics of High Quality Professional Learning

- **Aligned with state academic standards, school and/or district goals, and other professional learning activities**
- **Is content-focused**
- **Incorporates active learning**
- **Uses models and modeling of effective practice**
- **Supports collaboration, typically in job-embedded contexts**
- **Provides coaching and expert support**
- **Offers feedback and reflection**
- **Is sustained and continuous**

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Darling-Hammond, L. Hyler, M. E., & Gardner, M. (2017). Effective professional development. Research brief. Palo Alto, CA: Learning Policy Institute

Archibald, S., Coggshall, J. G., Croft, A., & Goe, L. (2011). High-quality professional development for all teachers: Effectively allocating resources. Research & Policy Brief. National Comprehensive Center for Teacher Quality

Professional Learning Shifts

Ensure a shift in paradigm from event to process.

1. Engaging- (*Professional learning will be enjoyable and compelling*.)
2. Relevant- (*Each employee group will experience professional learning that is relevant to their work. This includes some choice*.)
3. Impactful (Professional learning will be designed to promote success in one's job and responsibilities and most importantly will be linked to increased student outcomes.)
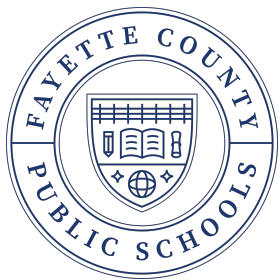
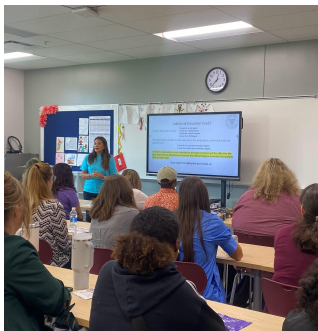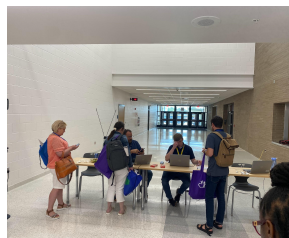# Summer Professional Learning July/August

FCPS YOUniversity

August School Based Professional Learning

August Districtwide Professional Learning Hubs

FCPS YOUniversity

July 31 & August 1

BY THE NUMBERS

400+
# of employees participated in new employee orientation

60+
# of sessions

260+
# of certified employees

25+
# of benefits, college, associated vendors

150+
# of classified employees

Highly Effective & Culturally Responsive Workforce
Strategic Priority 3

- Implement high quality onboarding and induction programs to support those new to Team FCPS.

Cultural Competence	Retention and Engagement	Training and Development
Help new employees adapt to and understand the mission, values and culture of FCPS, which can lead to greater job satisfaction and alignment with the district's goals to increase student achievement.	Help new employees feel supported, valued and informed during their early days, so they are more likely to stay with the company long-term and remain engaged in their work.	Help new employees gain the necessary knowledge and skills to excel in their roles. This includes professional learning for student achievement, technical training, legal and compliance, and more.

A New Way Forward

How we started…
- Historically, the new employee orientation has been a one time annual event during the summer.
- Separate orientation events for classified and certified employees.

Where we are now…
- Due to the restructuring of Human Resources, we now have the staff and resources needed to provide a 2-day orientation to all new staff.
- Combined classified and certified employee events as an effort to provide equitable onboarding to all employees.
- After the reimagining of FCPS YOUniversity, there will be an October and December event in addition to the summer orientation to provide high quality onboarding to late start employees.

Celebrations

- More than 80% of participants strongly agreed or agreed that FCPS YOUniversity was beneficial to their transition to a new role.

- More than 80% of participants are school-based. The learning from FCPS YOUniversity will have a direct impact on student achievement.

- The highest rated sessions continue to be those geared towards implicit bias, meeting the needs of diverse learners and DEIB.

- Collaborative event with many departments in our district.
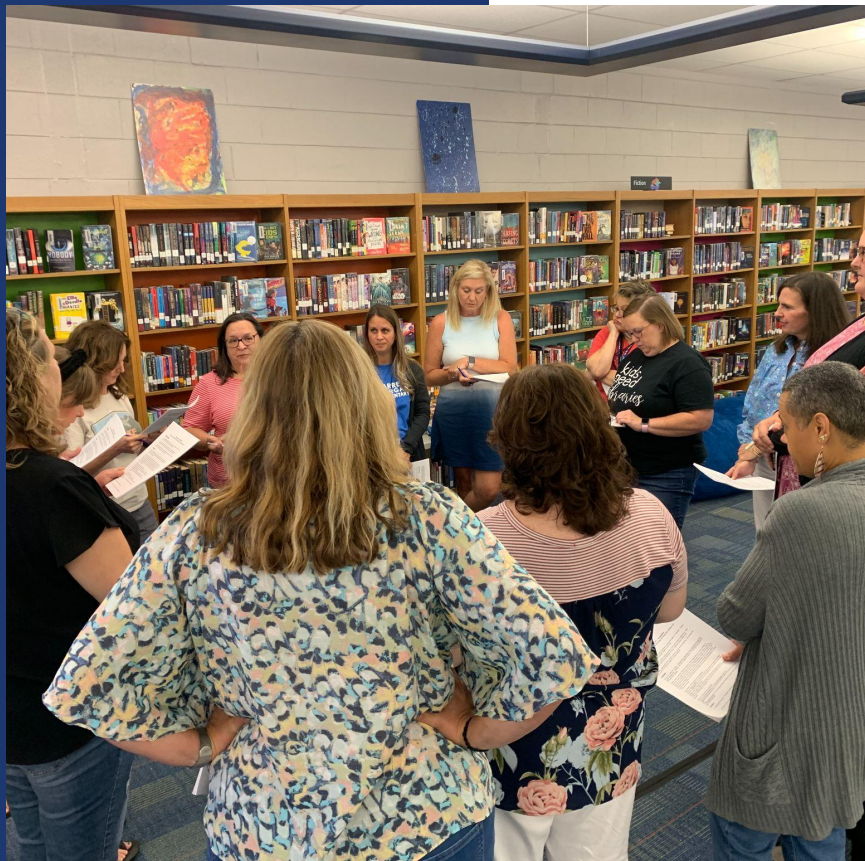
August School-Based Professional Learning

August 7 & August 8

August School-based Professional Learning

Purpose

- **August 7-** School-based Professional Learning Network related to the District-directed Professional Learning Focus Areas (CDIP) and associated initiatives (CSIP)(School-specific plan required)

The professional learning on August 7th was planned by each school and directly aligned with district focus areas.

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August School-based Professional Learning

Purpose

- **August 8-** School-based Professional Learning Network related to the District-directed Professional Learning Focus Areas(CDIP) and associated initiatives(CSIP) (School-specific plan required, based on foci from Administrator Professional Learning)

August 8th offered a direct application of the administrator professional learning from the June sessions.

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Focus for 2022 - 2025
Development of Curriculum, Instruction, Assessment, and Student Supports
Unity, Belonging and Student Efficacy are the cornerstones of our work

2022 - 2023 Essential Standards & Frameworks	2023 - 2024 Instructional Strategies & Impact on Student Learning	2024 - 2025 Full implementation
Culturally responsive Tier-I curriculum for all core content areas around the essential standards	Instructional playbook that include evidence-based practices	Continued implementation of evidence-based instructional practices
Common unit assessments for all core content areas around the essential standards	Culturally responsive formative assessment practices and progress monitoring	Full implementation of assessment practices and progress monitoring
District frameworks for Curriculum, MTSS and PLCs	District focus on collective efficacy	Continued instructional responsiveness to data
Feedback regarding the district frameworks	Instructional responsiveness to data	Feedback regarding the district frameworks
	Feedback regarding the district frameworks	

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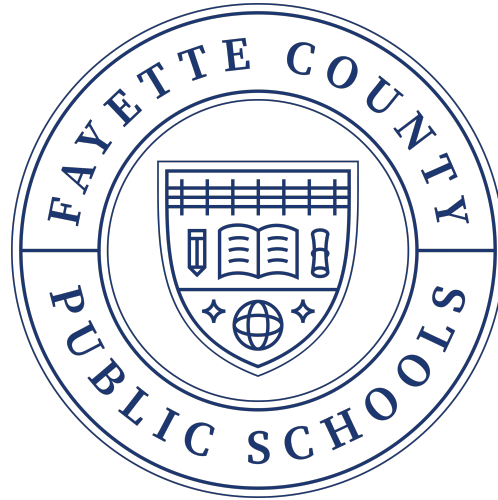
August 9 and 10
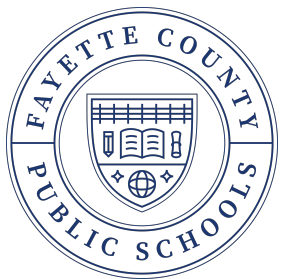
Focus Forward: FCPS Professional Learning Summit

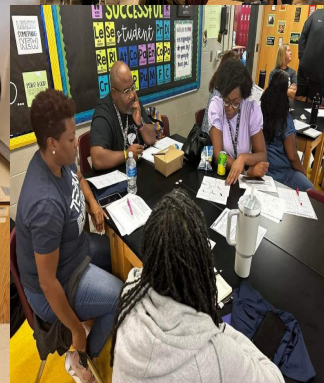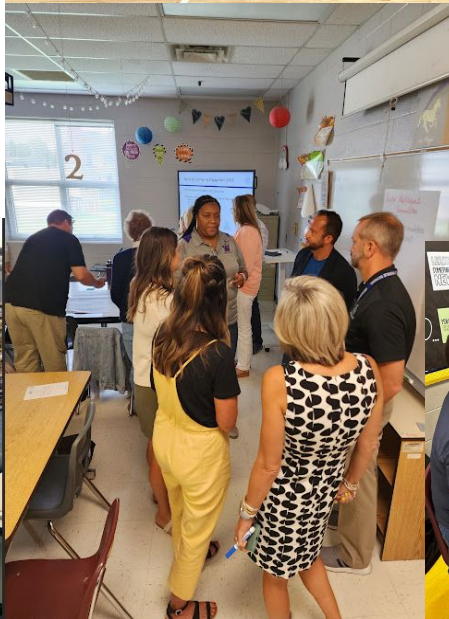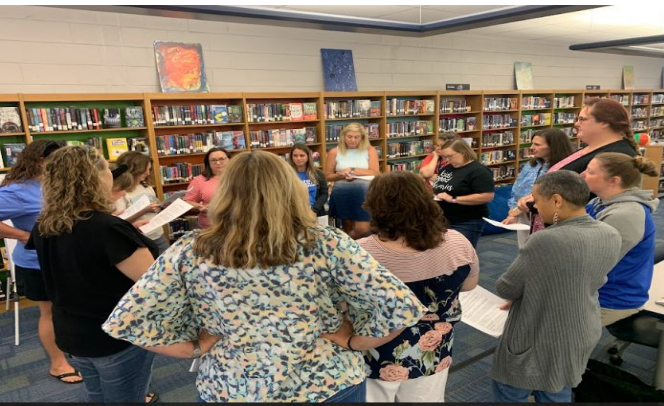# Focus Forward: FCPS Professional Learning Summit

Purpose

The inaugural Focus Forward: FCPS Professional Learning Summit provided role-specific professional learning for FCPS employees setting in motion the 2023-2024 district professional learning plan implementation.

Fayette County Public Schools

August 9th and 10th

BY THE NUMBERS

7,000+
# of employees participating in professional learning

8
# of professional learning hubs

140+
concurrent sessions operating simultaneously

1,150+
# of sessions

340+
# of unique job types participating

Focus Forward: FCPS Professional Learning Summit

- **Attendees**: Teachers, Paraeducators, P.E./Health, Grounds and Custodial, Maintenance, Warehouse, School-based Administrators, Personnel, Clerical, Finance, Student Support, Special Education, Law Enforcement, Gifted and Talented, Library/Media, Food Service, Transportation, Preschool, and Fine Arts

- **Types of Sessions**: *Leadership Strand* with True Colors and Qualities of a Team Player, and *Role-Specific Professional learning Strand* including Culturally Responsive Teaching and Learning, Acceleration, Instructional Design Models: P-2, 3-5, 6-12, Curriculum- Unit Frameworks, Positive Culture + SEL: Building a Safe Community, PLC+, Leading Transformational Change, Managerial Leadership, Using Quality Assessments to Inform Instruction, etc.

- **Session Leaders:** District-level Support Staff, School-Level Practitioners, Community Organizations and Partners, and District Resource Partners, National Presenters

- **Resource and Material Support**: Some learners received digital access to PLC and Acceleration resources through the Gale platform to support implementation and ongoing learning. Additionally, participants received professional learning related to IFPs and IXL to support implementation and ongoing learning.

Continuous Improvement/Next Steps

-Collective Efficacy and Agency
-Learning Community Rooted in High Expectations
-Tailored and Targeted Professional Learning

Continuous Improvement/Next Steps

Utilization of Cycles of Continuous Improvement

Stakeholder Feedback Survey
After Action Review Meeting

Celebrations

- District professional learning systems and protocols were utilized
- Teacher leader-led professional learning sessions
- Planning and networking sessions
- Role-group specific professional learning including P.E./Health, Gifted and Talented, Library/Media, Law Enforcement, and Fine Arts hub concept
- First time coming together to learn with colleagues for many of our role-groups(new collegial relationships and support)
- Session facilitators/leaders were seen as knowledgeable and helpful
- Choice

Looking Ahead….

- Expansion of hub concept to include more tailored and targeted professional learning by role-group
- Expanded utilization of FCPS infrastructure
- Expansion of teacher leader-led professional learning
- Expansion of tailored and targeted opportunities for professional networking and planning
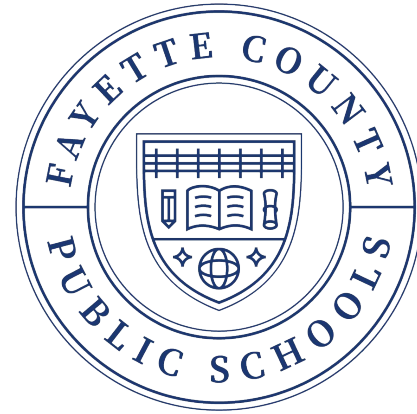- More strategies and tools that can be applied immediately
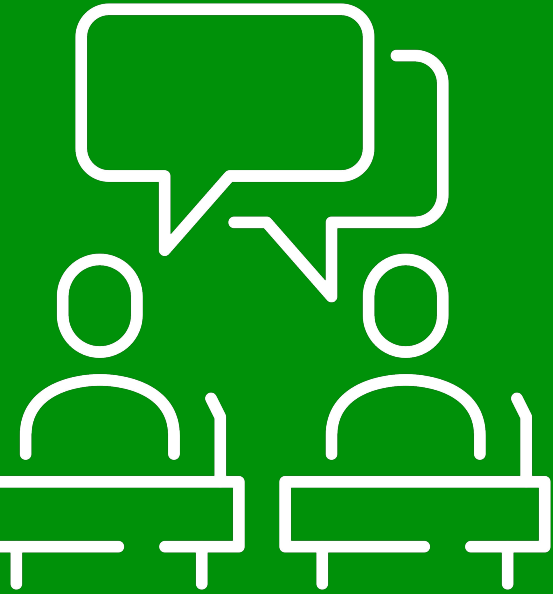
Continuation of the District Professional Learning Plan

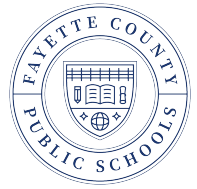**Phase 5: Continuous Learning and Monitoring (23-24 School Year)**

- **DLM- District Leadership Meetings**
- **Principal Cadre**
- **AP Meetings**
- **Instructional Leadership PLCs**
- **Faculty/Department Meetings**
- **Teacher Learning Networks/ PLCs**

Continuous Improvement:
Professional Learning

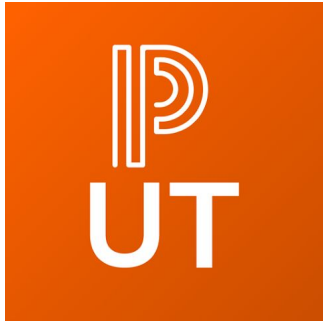# Professional Learning Continuous Improvement

Streamline Professional Learning Procedures

Conduct Survey Feedback and Data Collection Focused on Student Achievement

Personalize Learning and Drive Engagement

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Streamline Professional Learning Procedures:

- PowerSchool Unified Talent App
- District calendar of all professional learning opportunities
- Electronic Professional Leave Request Form
- Manage event and conference registration

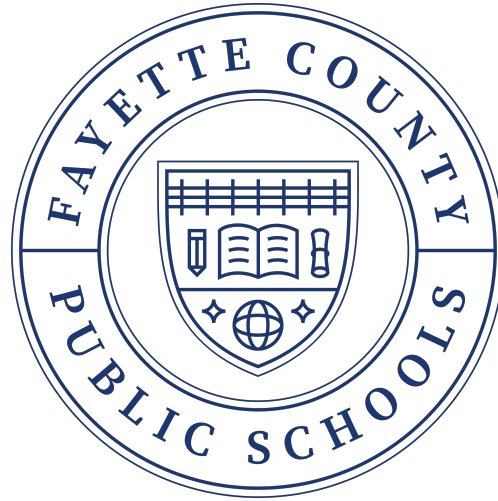# Survey Feedback and Data Collection Focused on Student Achievement:

- Opportunity for participants to provide feedback on all professional learning

- Data collection on the target goals for professional learning - strategic priorities, teaching standards, etc

- Build adhoc reports for efficient tracking

Personalize Learning and Drive Engagement:

- PowerSchool Unified Talent App

- Access to professional learning history and transcript

- Ability to assign professional learning to increase effectiveness based on observation and evaluation feedback

Thank you!