



CIPS District Professional Development Plan 2026-2027

Save the Date

**COVINGTON INDEPENDENT PUBLIC
SCHOOLS: PD ACADEMY**

2026

An opportunity to earn professional development

August 12 - 13, 2026
8:30-3:30 First session begins at 8:30

Holmes Campus

District Guidance for Professional Development and Learning:

To provide additional professional learning throughout the year, we've created some guidelines to help you navigate. These guidelines will determine professional development credit, EILA credit, and when a staff member may or may not receive a stipend for professional learning. When questions arise throughout the year regarding professional development credit, EILA credit, and when a staff member may or may not receive a stipend for professional learning, we will use these guidelines to answer your questions.

As of right now, the district will be offering the following professional development for the 2026-2027 school year: *(As we move forward, we will notify you of any changes)*

CIPS PD Academy-

Up to 12 hours of PD available on August 12 and 13, 2026-

Professional development will be offered at our 5th Annual Covington PD Academy on August 12 and 13. We use PD survey information to provide professional learning to individualize your learning plan. If staff members choose to attend sessions that put them above their 24 hours, they need to have the principal's permission stated on their individual professional development plan. Those stipends must

be paid at the school level, or they will be counted as unpaid professional learning. (*Sessions will be shared once planning is complete.*)

Some sessions may be mandatory for K-3 teachers, reading interventionists, admin, instructional coaches, media specialists or any others involved in K-3 reading in order to be compliant with grant funding.

All departments will provide stipends for all NEW teacher training.

If staff **choose** to attend additional professional development beyond their 24 hours, it will be counted as unpaid professional learning. Principals can decide to pay a stipend for this professional learning from their school funds. If principals **assign staff** to professional learning above their 24 hours, they should plan to offer stipends from school funds.

What is required of schools?

- Each school submits their school's professional development plan to the district for review.
- Each school's SBDM Council shall approve School PD Plans (**approval by SBDM can occur after the due date above- the school can then submit any revisions made by SBDM if needed**)
- The District PD Plan shall be approved by the Board of Education, and the School PD Plan shall be submitted to the Board of Education for review and comment.
- Individual PD plans for each staff member are required to earn PD; the principal or supervisor must approve all plans.

Conference attendance considerations and guidance for both certified and classified staff:

- The professional development opportunity (conference) shall be related to the CDIP/CSIP.
- **Staff who are offered the opportunity to attend a conference by anyone other than their principal or supervisor (e.g., District Director) must communicate with the principal or supervisor regarding conference attendance, PD credit, or stipend approval before registering.**
- If CIPS requires attendance at a conference or training that will qualify a teacher to offer a particular class for students or training for staff, this staff member could receive either PD or a stipend. (*e.g., School Crisis Management Instructor- Training of the SCM Instructor is mandatory for the SCM Instructor to be able to train crisis management teams in our schools, or in some cases, a Career and Technical Education teacher may need training to be qualified to teach a class in which students receive industry certification.*)
- Is this being offered to staff by their principal or another entity for a leadership opportunity only? This means the staff member chooses to attend for professional learning reasons and will not receive PD or a stipend. **It is the principal's responsibility to communicate this clearly to staff before agreeing to attend and register for a conference/training.**

- Each school year, staff can be given up to 6 hours of PD for a conference with prior approval from their principal and District PD Coordinator. Anything above 6 hours must be approved by the principal and the District PD Coordinator before registering for the professional learning. This professional development credit should not affect the staff's ability to attend needed school-based PD.
- It is the responsibility of the party planning and registering individuals for a conference to secure funding before the registration process.
- Follow-up after these opportunities must be planned before the registration process. *(e.g., If a staff member or group of individuals attends a conference, how will this learning be shared with other staff members?)*
- **Beginning in 2026-2027- No PD will be accepted after May 1st of each school year.**

Online PD-

Staff will be permitted to complete up to 6 hours of online PD. This PD must be on their PD Plan which is approved by their immediate supervisor. Any online PD over 6 hours will not be accepted.

The current District PD Plan and School PD Plans must be posted to individual websites each year.

[KDE Professional Learning Website](#)

The following is Professional Development, which will be assigned to specific staff members by their supervisor as needed. ****You will also find embedded professional learning in this plan below. These are professional learning sessions embedded into the school year for teachers and administrators.**

Beginning of the Year Trainings			
When & Where	Target Audience	Title & Information	# of PD/EILA available
<p>July 29, 2026 9:00-11:30 Location: Holmes High School Cafeteria</p>	<p>Any School Personnel</p>	<p>Medication Administration for Unlicensed School Personnel Staff will complete an online module for Medication Administration training at home before this date. Bring the Certificate of Completion to this PD event, and a nurse will sign off on the return demonstration portion of the training. Instructions for completing the online module will be emailed to all staff who register for this course after July 1. That email will also include a Sign-Up Genius link where you will be asked to register for your specific 15-minute time slot to come in on July 29, 2026 to be signed off by a nurse. If you are trying to register for this course and there are no seats left, email Jenn Fowee (jennifer.fowee@covington.kyschools.us) for more information on how you can complete this training.</p>	<p>3 hours of PD, EILA not available, not eligible for a stipend</p>
<p>Choose <i>one</i> date: July 29, 2026, 1:00-3:00 pm (Location: HHS Cafeteria) OR one of three sessions during PD Academy on August 12th (more info in PD</p>	<p>Staff with current certifications expiring BEFORE July 1, 2027, or staff assigned by their principal to be certified for using portable AEDs on school field trips.</p>	<p>CPR/First Aid Training This course will provide an update on CPR, AED, and First Aid. All registered participants will receive an email with a Sign-Up Genius link to register for one of four available classes. Please only register for ONE class. Enrollment may be canceled if you have a non-expiring CPR certification or if we need to open spots to ensure state requirements are</p>	<p>2 hours of PD, EILA not available, not eligible for a stipend</p>

Academy registration). Location: TBD		met per building.	
Week of August 3 - 7, 2026 8:30 - 4:00 TBD	Core Team from each school (appointed by principal ONLY), principals have schedules	Safe Crisis Management (SCM) Specific dates for your school will be provided	6-15 hours PD for non-administrators, EILA available
August 3 - 7, 2026 8:30 - 3:30 Tentative Location: Instructional Support Center	Mandatory for any new teacher who will be teaching DI	DI Training Full-day training sessions for <u>Reading Mastery and Decoding</u> for K-8 teachers who are new to teaching DI or are recommended by the building principal or coach.	6 hours of PD, EILA not available, eligible for stipend (district paid)
August 5, 2026 8:30 - 3:30 Location TBD	All special education teachers - experienced and new	Crafting an Aligned IEP This training will help teachers calibrate with federal, state, and district regulations and procedures for IEP development, Progress Monitoring, and participating in ARC meetings. District processes for collaborating and communicating with related services personnel will also be addressed.	6 hours of PD
August 6, 2026 8:30 - 3:30 Location: The Madison	All administrators who evaluate Certified Staff only- A virtual meeting will be held with those who evaluate Classified Staff (date TBD)	Annual Certified Evaluation Update Training	6 hours of EILA available
TBD	A virtual meeting will be held with those who evaluate Classified Staff (date TBD)	Annual Classified Evaluation Update Training	EILA will be available if needed

<p>August 10 - 11, 2026 8:30-3:30</p> <p>Location: The Madison (enter from 8th Street)</p>	<p>All NEW to CIPS certified teachers</p>	<p>New Teacher Training</p> <p>One day of CHAMPS/Student Support (8/10) and one day of Instructional Support (8/11). All grades together for training</p>	<p>12 hours of PD, eligible for stipend (district paid)</p>
<p>August 12 - 13, 2026</p> <p>8:30-3:30 First session begins at 8:30</p> <p>Holmes Campus</p>	<p>Any staff member may register to attend</p>	<p>CIPS PD Academy</p> <p>Various CIPS employees, the community, and educational partners will offer sessions on various topics. If you choose this option, you must register for the individual sessions you plan to attend. Full session descriptions and registration can be found on the staff resources page. Some sessions may be mandatory to meet grant and other requirements.</p>	<p>Each session is 2 hours, up to 12 hours of PD available; some sessions may be eligible for EILA, not eligible for stipend</p>
<p>August 14, 2026</p> <p>8:30 - 3:30</p> <p>Location: TBD</p>	<p>ELL teachers</p>	<p>ELL Teacher Training</p> <p>Training provided by the Director of Exceptional Children and EL team lead.</p>	<p>6 hours of PD/stipend, eligible for stipend (district paid)</p>
<p>August 14, 2026</p> <p>8:30 am - 3:30 pm</p> <p>Location: TBA</p>	<p>All NEW certified special education teachers to CIPS (Preschool, Elementary, Secondary)</p>	<p>NEW Special Education Teacher Training</p> <p>PD provided by the CIPS Special Ed department and Student Support staff. 6-hour stipend - district paid.</p>	<p>6 hours of PD, EILA not available, eligible for stipend (SPED paid)</p>
<p>August 18, 2026</p> <p>8:30 - 3:30</p> <p>Location: TBD</p> <p>(August 19th - Teacher Equiv Day will be a follow-up session for elementary sessions that do not take place on 8/18)</p>	<p>All classroom teachers ELL and special education teachers are encouraged to attend</p>	<p>District Planning Day</p> <p>This PD provides a valuable opportunity to start the year off right by engaging in meaningful planning for Unit 1. This day is a required part of each teacher's professional development plan, and teachers are expected to attend their assigned sessions. At the elementary level, principals will determine which planning sessions teachers attend, with K-5 sessions led by the same district facilitators who guide planning throughout the school year. In order to ensure all content areas are supported, each school must have a representative at every session. If the regularly assigned attendee is unable to participate, another team member</p>	<p>6 hours of PD available</p>

		<p>should attend in their place.</p> <p>Middle and high school teams will plan within their own buildings using their established team structures.</p> <p>For questions, please contact Ms. Lindberg.</p>	
<p>August 18, 2026 8:30 - 3:30 Location: Hartman Resource Room (HHS)</p>	Health Services Staff only	<p>Health Services Staff Training This course will provide an annual review of health services, state-mandated health requirements, IC documentation, immunization schedules, compliance planning, School-Based Health Center, partnerships with community resources, and more.</p>	6 hours of PD for health services staff only
Various Dates	Any School Personnel	Various training is provided by the community, educational, and other professional organizations based on need	Varies per course
During the Year Trainings			
<p>Dates TBD - occurs once per unit for each team</p>	Elementary staff K-5 assigned by principals	<p>**District Elementary HQIR Intellectual Preparation Sessions Reading, Math, SS, and Science</p>	Teachers are released from regular duties- Embedded into Workday - no PD or EILA available
<p>Dates and times TBD This PD will be offered at various times during the school year</p>	All staff are welcome	<p>**After School- Professional Development Virtual Sessions offered by Dr. Roger Cleveland. Topics vary each year based on teacher PD Survey Results, Districtwide data, and other factors.</p>	1.5 hours of PD and EILA

Dates TBD- location will remain the same	Academic and Student Support Teams PreK-12	**Leadership Professional Learning Session District-Led Monthly Trainings	EILA will be available- PD not available
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