

Superintendent Professional Growth Plan (PGP) Goal - Jessica Addison

Aligned to the 2025 Kentucky KASA Superintendent Effectiveness Standards

Standard 2: Instructional Leadership

Indicator 2.D Promotes professional learning, cultivates principals as instructional leaders, and innovative practices, including technology integration, to engage educators, students, and families in continuous improvement.

Target Area:

Instructional Leadership – Increase the instructional capacity of school leadership teams through targeted professional learning, side-by-side classroom visits, and data analysis.

Goal:

By June 30, 2027, increase the confidence and capacity of each school leadership team to support continuous improvement of their school's instructional program.

Action Plan:

Engage school leaders in monthly professional learning sessions focused on instructional leadership.

Conduct monthly learning observations with each school leader to build a shared understanding of high-quality instruction and optimal student learning outcomes.

Facilitate learning walks at each school twice per school year (fall & spring), engaging all participating observers in consensus building dialogue around high-quality instructional practices and resulting student learning experiences.

Coach leadership teams to support teacher capacity through professional development, PLCs, and individual teacher coaching.

Engage school leadership teams in data analysis to evaluate the effectiveness of instructional initiatives and make informed adjustments as needed.

Prioritize professional development for principals aligned to instructional priorities and individual areas for growth.

Indicators of Success - Evidence/Artifacts:

Schedule of instructional leadership meetings and agendas

Schedule of side-by-side classroom visits; notes from debrief

Learning Walk Observations & School Feedback

Notes from Progress Monitoring Visits with Principals

Documentation of Targeted Professional Development for School Administrators

Pre & Post Survey of School Leadership Team Members