2020-2022

Life as a Teacher begins the day you realize you are always a Learner!

Bell County Schools

Professional Development Plan

**Mission Statement**

The Bell County School District’s parents, employees, and community partners strive to

provide the individualized support necessary to ensure that each student reaches his or her full potential and is prepared, upon graduation, to successfully pursue his/her college or career ambitions.

**District Professional Development Plan - Goal**

The Bell County School District’s goal for professional development is to provide evidence-based and comprehensive professional learning that continually promotes and improves educator effectiveness and student success. The district will collaborate with the schools, departments and other agencies (e.g. KDE, SESC Educational Cooperative, KEDC Educational Cooperative, etc.) to aid in the securing of resources and personnel to aid in providing high quality professional learning that will ensure continuous improvement in order to achieve our ultimate goal of increasing student achievement.

**Two Year Professional Development - District Plan**

**2020-2022**

**Needs Assessment Analysis**

Based on analysis of student data, perceived educational needs of the district based on classroom walkthroughs and observations, professional growth plans, prior professional development offerings, and follow-up and survey results (IMPACT Survey), the District has identified following areas of focus and related subtopics that will guide the selection and support for professional development activities during the 2020-2021 and 2021-2022 school years. Needs assessment analysis and results are reported in the Comprehensive School and District Improvement Plans.

1. Deeper Understanding of Curriculum
	1. New KAS Standards – using to align/design curriculum
	2. Grade appropriate assignments/instruction
	3. Alignment of assessments
2. High Expectations for ALL students
	1. Growth Mindset for teachers and students
	2. Use of student assessment data to guide instruction
	3. Target Achievement Gap groups
	4. Providing Intervention to struggling students to impact student growth
3. Deep Student Engagement in Instructional Delivery
	1. Using technology to enhance instruction (Google Classroom, etc.)
	2. Learning strategies and implementing these to promote student engagement and discourse (KAGAN strategies, Inquiry process, etc.)

**Objectives**

* To provide high-quality professional development experiences that relate to the teachers’ instructional assignments and align with the teacher’s professional growth goal/plan.
* To provide high-quality professional development experiences that support the district’s/school’s instructional improvement goals and that align with the school and district improvement plan.
* To provide high-quality professional development experiences that enable teachers to acquire, strengthen and refine knowledge, understanding, skills, and abilities and then apply these effectively in their teaching practice in order to positively impact student learning.

**District Professional Development Policies**

The Bell County School District Professional Development policies and procedures can be found online at <http://policy.ksba.org/Chapter.aspx?distid=158>

Directions to access – Select Chapter 03 Personnel, Select Policy 03.192

There are several procedure documents that align to this policy.

Listing of Procedures 03.19 AP.1, 03.19 AP.21, 03.19 AP.22, and 03.19 AP.23

**Evaluation**

In order to determine the overall effectiveness of the district’s professional development program, several different types of evaluations (data collections) will be utilized. The various evaluation methods include the following:

*To determine needs:*

* Classroom observations and walk-through data
* Student performance data
* Teacher growth plans and evaluations
* SBDM/School level goals and objectives
* District goals and objectives
* State and Federal mandates
* IMPACT Survey results

*To determine/evaluate effectiveness/implementation:*

* Professional Development Evaluation form
* Student performance data
* Teacher growth plans and evaluation
* Classroom observations and walk-through data

**Professional Development Hours/Days**

* All certified employees (This does not include administrators who are required by KDE to complete EILA hours) are required to complete 24 hours/4 days of professional development.
* All professional development hours are required by the district Professional Development policy to be completed by Closing Day of the school year.
* Professional Development credit will be given for hours that adhere to the PD plan, personal Professional Growth Plan, and/or Comprehensive School Improvement Plan.
* Professional Development hours must be completed on days when school is not in session or during after school hours. PD credit cannot be given to trainings that are conducted during a school day.

**EILA (Effective Instructional Leadership Act) Hours**

KRS 156.101 (1) states: *The purpose of this section is to encourage and require the maintenance and development of effective instructional leadership in the public schools of the Commonwealth and to recognize that principals, with the assistance of assistant principals, supervisors of instruction, guidance counselors, and directors of special education have the primary responsibility for instructional leadership in the schools to which they are assigned.*

All instructional leaders in the District fall under the auspices of the Effective Instructional Leadership Act (EILA). An instructional leader is defined as “an employee of the public schools of the Commonwealth employed as a principal, assistant principal, supervisor of instruction, guidance counselor, director of special education, or other administrative position deemed by the Education Professional Standards Board to require an administrative certificate.”

Each administrator is required to obtain twenty-one (21) hours of state-approved professional development (EILA hours) every year. EILA hours must be submitted to the District Professional Development Coordinator for documentation.