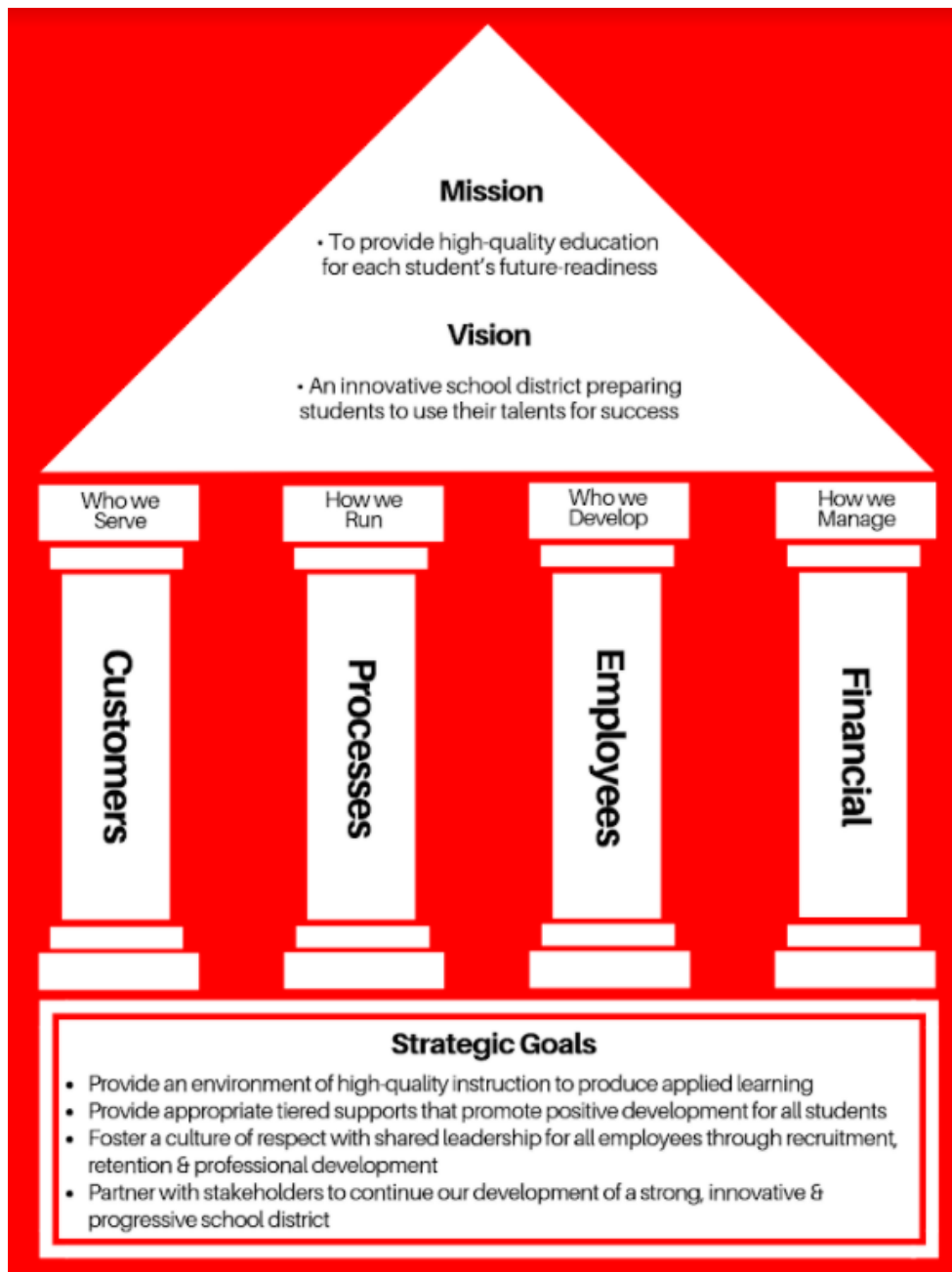


Professional Learning Plan 2024 - 2025

The district learning division tactical leaders create revisions to the professional learning plan. The revisions are taken by the principals to each building's guiding coalitions. Board Policy [GCL](#) and [GDL](#) regulate professional staff development opportunities.

This plan is built around the 4 pillars of the district. In fulfilling Goal 1 and 2 of high-quality instruction with tiered supports, the District will foster a culture of respect with shared leadership for all employees through recruitment, retention, and professional development (Goal 3).



STRATEGIC GOAL I: To ensure teachers and district leaders have the appropriate tools to improve student achievement. (CSIP GOALS 1, 2, 3)

- Strategy 1.1.1 Provide training and coaching around best practices around curriculum, assessment, instruction, and the District instructional cycle. (See learning division priority list)
- Strategy 1.1.2 Provide training for implementing student intervention, remediation, accommodation, extension, and modification per the MTSS and 504/IEP district procedures.
- Strategy 1.1.3 Provide all classified and certified staff with opportunities to receive job-embedded professional learning that is directly related to their position and responsibilities as well as aligned to District, Building, and Departmental CSIPs.

Measurement:

*Fidelity Measures:

| | | | |
|--|---|--|---|
| Staff perception of relevance in the professional growth opportunities attended will be 4 out of 5 | Staff perception on ability to implement concepts learned in professional growth opportunities will be 4 out of 5 | Staff perception of professional growth opportunities closely connected to priorities will be 3.8 out of 5 | Staff perception of access to meaningful professional growth opportunities will be 3.5 out of 5 |
| 1 - < 3.5 2 - 3.5 - 3.74 3 - 3.75 - 3.99 4 - 4 - 4.5 5 - 4.6 - 5 | 1 - < 3.5 2 - 3.5 - 3.74 3 - 3.75 - 3.99 4 - 4 - 4.5 5 - 4.6 - 5 | 1 - < 3.0 2 - 3.1 - 3.35 3 - 3.36 - 3.79 4 - 3.80 - 4.3 5 - 4.3 - 5 | 1 - < 3.0 2 - 3.0 - 3.24 3 - 3.25 - 3.49 4 - 3.50 - 4.0 5 - 4.0 - 5 |

GOAL 2: To ensure teachers and district leaders have the necessary tools to implement the district evaluation program (NEE). (CSIP GOAL 3)

Strategy 2.1.1 Provide teachers and district leaders professional development focused on the following topics.

- Student Cognitive Engagement (1.2)
- Following Curricular Guides - Implementing Priority Standards (3.1)
- Critical Thinking / Problem Solving (4.1)
- Giving Feedback - Formative Assessment (7.4)
- NEE training for leadership - required certification / recertification

Measurement:

Annual review for May dashboard meeting - % of teachers

*Fidelity Measures:

| The NEE Walkthrough Data will show at least greater than a 5.0 average for 1.2, Cognitive Engagement. | The NEE Walkthrough Data will show at least greater than a 5.0 average for 4.1, Critical Thinking. | The NEE Walkthrough Data will show at least greater than a 5.0 average for 7.4, Formative Assessment / Feedback. | The NEE Walkthrough Data will show at least greater than a 5.0 average for 3.1, Following Curricular Guides / Priority Standard Implementation. |
|---|--|--|---|
| 1 - < 4.0 | 1 - < 4.0 | 1 - < 4.0 | 1 - < 4.0 |
| 2 - 4.0 - 4.4 | 2 - 4.0 - 4.4 | 2 - 4.0 - 4.4 | 2 - 4.0 - 4.4 |
| 3 - 4.5 - 4.9 | 3 - 4.5 - 4.9 | 3 - 4.5 - 4.9 | 3 - 4.5 - 4.9 |
| 4 - 5.0 - 5.4 | 4 - 5.0 - 5.4 | 4 - 5.0 - 5.4 | 4 - 5.0 - 5.4 |
| 5 - > 5.4 | 5 - > 5.4 | 5 - > 5.4 | 5 - > 5.4 |

GOAL 3: To support teachers new to the profession and/or grade level/content through new teacher training and the Ozark Mentorship Program. (CSIP GOAL 3)

Strategy 3.1.1 The district will provide new teacher training, new-to-Ozark training, and mentor training annually.

Measurement:

1. New teachers to the profession attained BTAP certificate.
2. New teachers to Ozark participated in all assigned sessions.

*Fidelity Measures:

| | |
|--|--|
| At least 90% of brand-new Ozark teachers to the profession will earn their BTAP Certificate through DESE | At least 85% of new teachers to Ozark will be retained for the following school year (2023/24 80%) |
| 1 - < 80% | 1 - < 75% |
| 2 - 80 - 84% | 2 - 75 - 79% |
| 3 - 85 - 89% | 3 - 80 - 84% |
| 4 - 90 - 94% | 4 - 85 - 89% |
| 5 - > 95% | 5 - > 90% |

GOAL 4: To support the development of leaders and teacher leaders throughout the system (CSIP GOAL 3)

Strategy 4.1.1 To provide sessions and internships for district aspiring leaders

Strategy 4.1.2 To provide sessions and training for District and building leaders both internally and externally

Strategy 4.1.3 To provide mentoring and teacher leadership sessions and training for District administration and academy leaders

Measurement:

Fidelity Measures:

| | |
|--|--|
| There will be at least one session for aspiring principals per elementary and secondary. | Administrators will participate as members in professional growth organization(s). |
| 1 – No 5 – Yes | 1 - < 80% 2 – 80 – 84% 3 – 85 – 89% 4 – 90 – 94% 5 - > 95% |

Supporting Documents:

[23 - 24 Professional Learning Needs Assessment Summary](#)

[Climate – Culture Survey 2023 - 24](#)

[Learning Division Priority List 24 - 25](#)