

2020-21 Phase Three: Professional Development Plan for Districts_11062020_13:08

2020-21 Phase Three: Professional Development Plan for Districts

Augusta Independent

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The purpose of this diagnostic is to support the district in designing and implementing a professional development plan that aligns to the goals established in KRS 158.6451 and the local needs assessment. The basis of the professional development plan aligns to [704 KAR 3:035](#), which states the following:

Annual Professional Development Plan:

Section 2. Each local school and district shall develop a process to design a professional development plan that meets the goals established in KRS 158.6451 and in the local needs assessment. A school professional development plan shall be incorporated into the school improvement plan and shall be made public prior to the implementation of the plan. The local district professional development plan shall be incorporated into the district improvement plan and posted to the local district Web site prior to the implementation of the plan.

Section 3. Each school and local district professional development plan shall contain the following elements:

1. A clear statement of the school or district mission
2. Evidence of representation of all persons affected by the professional development plan
3. A needs assessment analysis
4. Professional development objectives that are focused on the school or district mission, derived from the needs assessment, and specify changes in educator practice needed to improve student achievement; and
5. A process for evaluating impact on student learning and improving professional learning, using evaluation results

1. What is the district's mission?

The mission of Augusta Independent School is to ensure all students achieve high levels of learning in a nurturing climate, empowering them to be responsible and productive citizens in a global community.

2. The needs assessment provides the framework for **all** districts to clearly identify their most critical areas for improvement that will be addressed in the planning process through the development of goals, objectives, strategies, and activities.

Based on the most critical areas for improvement identified in the completed needs assessment per [703 KAR 5:225](#) (3), what are the district's **top two priorities** for professional development that support continuous improvement?

-Raising Proficiency-Analyzing Data

3. How do the identified **top two priorities** for professional development relate to district goals?

Our main goal is to ensure all students achieve high levels of learning. With 50% of elementary, middle, and high school students below proficiency, high levels of learning are not being achieved.

- 4a. For the first priority need, what are the specific objectives for the professional development aligned to the district goal(s)? Consider the long and short term changes that need to occur in order to meet the goal.

Long term changes - *frequent data analysis, * updated PDS
Short term changes - *differentiated instruction, *embedded strategies, *standards alignment, * standards mastery

4b. What are the intended results? (student outcomes; educator beliefs, practices, etc.)

Intended results are that students will reach proficiency and teachers will have embedded strategies to help students reach proficiency in subsequent years

4c. What will be the indicators of success? Consider the completed actions or markers that need to occur that would indicate the goals and objectives have been achieved.

Indicators of success will be lower numbers below proficiency and higher numbers at proficiency and above. Markers that need to occur are frequent diagnostic tests with data analysis.

4d. Who is the targeted audience for the professional development?

K-12 teachers in all subject areas

4e. Who is impacted by this component of professional development? (students, teachers, principals, district leaders, etc.)

-students-teachers-principals-district leaders-community members

4f. What resources are needed to support the professional development? (staff, funding, technology, materials, time, etc.)

-Funding for whole group PD and individualized PD-Technology for each teacher

4g. What ongoing supports will be provided for professional development implementation? (coaching, professional learning communities, follow up, etc.)

-coaching-PLC's-Grade-level meetings

4h. How will the professional development be monitored for evidence of implementation? Consider data (student work samples, grade-level assessments, classroom observations, etc.) that will be gathered, persons responsible and frequency of data analysis.

-student work samples - teachers-classroom observations - administrators-Assessment -teachers, administrators-data analysis - teachers, administrators

5a. For the second priority need, what are the specific objectives for the professional development aligned to the district goal(s)? Consider the long and short term changes that need to occur in order to meet the goal.

short term - *analyzing state data for instructionlong term - *analyzing formative and summative data and diagnostics to drive instruction

5b. What are the intended results? (student outcomes; educator beliefs, practices, etc.)

The intended results are that the teachers will differentiate for all students and students reach their proficiency with standards mastery.

5c. What will be the indicators of success? Consider the completed actions or markers that need to occur that would indicate the goals and objectives have been achieved.

Indicators of success will be lower numbers below proficiency and higher numbers at proficiency and above. Markers that need to occur are frequent diagnostic tests with data analysis.

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-student work samples - teachers-classroom observations - administrators-Assessment -teachers, administrators-data analysis - teachers, administrators

6. Optional Extension: If your district has identified additional professional development priorities that you would like to include, you may upload an attachment with the answers to question 3 and a-h as seen in questions 4 and 5. If you do not wish to include an optional extension, please list N/A in the space provided below.

N/A

Attachment Summary

Attachment Name	Description	Associated Item(s)
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