

FLEMING COUNTY SCHOOLS

PROFESSIONAL LEARNING PLAN

2017-18



Where kids are first and learning never ends!

District Core Beliefs

We believe...

- ❖ Continuous improvement is essential to stakeholder empowerment.
- ❖ A world-class education is essential to college & career readiness.
- ❖ Connected and efficient systems are essential for 21st Century teaching and learning.
- ❖ Parent and community engagement are essential for student success.

District Mission Statement

The mission of Fleming County Schools is to unite with family and community to provide an equitable, high quality education that meets the needs of each student in a caring and safe learning environment, which will ensure that students become successful throughout life.

District Vision

The vision of Fleming County Schools is to become a “District of Distinction”.

Goal of the Professional Learning Plan

The goal of the professional learning plan is to develop and implement a district-wide professional learning program that will enhance the quality of the district’s educational programs and increase student achievement by supporting professional practice of our teachers, school leaders, and support staff. High quality, on-going, job-embedded professional learning opportunities will align with and impact the goals of the strategic plan.

Objectives of the Professional Learning Plan

- Support the district’s mission/vision statements and strategic plan
- Align with the district/school improvement plans
- Increase student achievement, CCR rate, and graduation rate
- Increase understanding of the common curriculum and strategies for instruction and assessment
- Address professional learning needs throughout the district (school/groups/individuals)

Requirements

- All certified employees will complete and document a minimum of 24 hours professional learning (on specified PL days in the school calendar and/or outside the regular school day).

- Certified employees (grades 7-12) will complete 2 additional hours professional learning which focuses on suicide prevention.
- Counselors, principals, assistant principals, CIA specialist, and district administrators will complete 21 hours EILA in addition to the professional learning hours.

Scheduled Professional Learning Days – Dates on the Approved School Calendar

August 7-8, 2017 – Schools may schedule professional learning on these dates. There will be NO district-wide sessions.

October 6, 2017 – There will be no professional learning sessions at the district or school level on this day. (Fall Break) These 6 hours will go toward 3 vertical team/grade level meetings throughout the school year.

January 2, 2018 – Schools may elect to have professional learning on this date, if it is not used as a make-up day for a day missed in first semester due to inclement weather. If not used at the school level for professional learning, it will be a flex day.

Documentation of Professional Learning

**All documents are located on the district webpage

For sessions requiring registration, employees will register through a Survey Monkey survey or Google Form. Certificates for district and school-provided professional learning will be made available by the professional learning coordinator. Professional learning that is provided by organizations outside the school district or done on an individual basis (flexible) must be pre-approved by principals/project managers in advance and documented following the flexible professional learning procedures and using the district professional learning form. All professional learning records are to be uploaded by the employee to the employee's OneDrive (or Google Drive) folder for professional learning. All professional learning must be completed by **May 1** of the current school year.

Administrators and guidance counselors should also upload EILA documentation to their OneDrive folder labeled for this purpose. All EILA credit for the current school year must be completed by **June 30**.

Evaluation of Professional Learning

Certified employees will complete an evaluation of professional learning sponsored by the school or district via electronic survey. Reports from this evaluation will be compiled by the professional learning coordinator.

Flexible professional learning evaluation (to include reflection of the benefits of the professional learning and with classroom/student data to support those benefits) will be provided by the individual to the professional learning coordinator by May 1.

In order to make a connection between the strategic plan and professional learning, the District Instructional Leadership Team as well as schools will conduct a review of professional learning goals and analyze student data. This data analysis should align with the targets established by the Team and measure the effectiveness of the professional learning.

The DILT and school should also engage in needs assessment (from multiple data sources) to facilitate the development of the following year's professional learning plan.

Measurement of the Impact of Professional Learning / Needs Assessment

Fleming County Schools will monitor implementation and measure impact of professional learning on student achievement as well as assess further needs for professional learning using the following methods.

- PLC Process and Documentation
- ELEOT Walkthroughs
- PGES Data
- Student Growth Data
- Analysis of student data (classroom, benchmark, formal assessment)
- Analysis of student work
- PDSAs
- Use of scoring guides/rubrics such as IC Map, certified evaluation framework, as appropriate
- Other

Fleming County Schools – Targets for Measurement/Accountability

Data will be reviewed regularly at the District Instructional Leadership Team.

Targets as listed in Comprehensive District Improvement Plan:

1. **Target:** Increase the percentage of effective teachers from 96% in 2015 to 98% in 2020.
(Systems, Engagement, Standards for Quality)
Measures: Student surveys, TELL, Val-Ed, certified evaluations, eleot, PDSA
2. **Target:** Increase the average combined reading and math KPREP scores for elementary, middle, and high school students:
Elementary – from 45.1 in 2015 to 70.2 in 2019
Middle – from 54.4 in 2015 to 69.0 in 2019
High – from 42.2 in 2015 to 69.0 in 2019
Measures: Benchmark (K-8), common assessments, student work, MAP

Fleming County Schools Professional Learning Opportunities – Certified

Date	School/Description	Credit
Summer	Laying the Foundations & AP Workshops (FCHS/SMS)	Flexible
June	Smekins Conference (French Lick, IN) - elementary	Flexible
June	Google Training	6 Hours
June 2	K-12 Science Professional Learning	6 Hours
June/July	KAGAN	Flexible
June 12-13	TALK Conference	Flexible
Aug 2-3	Teacher Induction (teachers new to the profession and new to Fleming Co.)	12 Hours *Required
July 19-21	District Leadership Retreat (school and district leadership teams). A stipend will be provided to teachers in attendance.	STIPEND or 18 Hours
August 1	FCEA/RCEA Conference (Morehead, KY)	Flexible
August 7-8	Sessions to be scheduled on (or before) these dates at the school level.	Up to 12 Hours
Sept	SMS and FCHS certified complete suicide prevention training	2 Hours
Sept 8-9	IT Grant Kick Off & Conference (Bowling Green, KY)	Flexible
TBA	School level professional learning throughout the school year (various topics based on school need).	TBA Hours
TBA	Vertical Teams and/or Grade Level Meetings (3 sessions)	6 Hours

*Other workshops and conferences will be announced as they become available.

Other Topics of Need/Interest

As indicated on FCEA/RCEA Summer Professional Learning Survey (105 FC respondents)

- Classroom Management/Kagan
- Differentiation
- Writing in the Content Area
- Instructional Technology
- Content-Specific Professional Learning
- Managing Extreme Behavior

Other Professional Learning Opportunities

- Professional Learning Communities (PLC)
- Department/Grade Level Meetings (school level)
- Peer Observation/Conferencing
- Peer Coaching/Collaboration
- Eleot Cohort
- NBCT Cohort 1, 2 & 3
- Teacher Induction Program (new and new to FCS) – 2 days + 6 follow-up meetings (Required)
- Workshops or conferences, upon approval by principal/project manager/superintendent
- Committee meetings
- Principals' Meetings (monthly)
- NISL
- Diagnostic/External Reviews
- Other

Assessment (Lesia Eldridge, District Assessment Coordinator)

- Fall Assessment Training Update
- Spring Assessment Training Update
- DAC Monthly Webinars/DAC-BAC Meetings
- ACCESS Training
- ALT KPREP Trainings
- Administration Code & Inclusion Training

Other Required Trainings

*Check with your supervisor for your required trainings

**Several of these trainings may take place in the summer, online, or on opening day

***Denotes Professional Learning

- FERPA
- Code of Ethics
- Confidentiality
- PBIS Online Modules***
- Peer Observer***
- Restraint/Seclusion Training
- Medication/First Aid/CPR
- Bloodborne Pathogens
- Fundraising
- Purchasing
- SBDM Training***
- Infinite Campus Training
- Child Abuse/Neglect Reporting