



# Paris High 2020-21 Phase Three: Professional Development Plan for Schools\_11172020\_11:39

2020-21 Phase Three: Professional Development Plan for Schools

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## 2020-21 Phase Three: Professional Development Plan for Schools

The purpose of this diagnostic is to support the school 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 school's mission?

Paris High School graduates will demonstrate proficient skills and habits of Leadership, Learning, Communicating, and Citizenship. Graduates will utilize those skills to positively impact their communities after graduation.

2. The needs assessment provides the framework for **all** schools 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 school's **top two priorities** for professional development that support continuous improvement?

1. Improve literacy skills in reading and writing. 2. Improve student climate to reduce student stress over feeling - Pressured (65%), Tense (63%), and Rushed (51%) to complete work.

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

1. Improving literacy skills has been and remains to be a top priority with regards to school achievement and professional development. 2. Improving student climate was a goal of the SBDM when seeking a new principal in the summer of 2019. Based on student survey data, this needs to continue to be part of a professional development plan.

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

See attachment - CSIP and Strategic Plan

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

See attachment - CSIP and Strategic Plan

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.

See attachment - CSIP and Strategic Plan

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

PHS has a relatively small faculty. All teachers contribute to literacy and climate.

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

Students and teachers mainly.


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

See attachment - CSIP and Strategic Plan

## **ATTACHMENTS**

### **Attachment Name**

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 PHS 2020-21 Strategic Plan

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

See attachment - CSIP and Strategic Plan

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.

See attachment - CSIP and Strategic Plan

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

See attachment - CSIP and Strategic Plan

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

See attachment - CSIP and Strategic Plan

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.

See attachment - CSIP and Strategic Plan

5d. Who is the targeted audience for the professional development?

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5f. What resources are needed to support the professional development? (staff, funding, technology, materials, time, etc.)

See attachment - CSIP and Strategic Plan

5g. What ongoing supports will be provided for professional development implementation? (coaching, professional learning communities, follow up, etc.)

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5h. 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.

See attachment - CSIP and Strategic Plan

6. Optional Extension: If your school 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.

See attachment - CSIP and Strategic Plan

# Attachment Summary

Attachment Name	Description	Associated Item(s)
 2020 PHS CSIP		• 4f
 PHS 2020-21 Strategic Plan		•