

1 AN ACT relating to educator professional development.

2 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

3 ➔Section 1. KRS 156.095 is amended to read as follows:

4 (1) The Kentucky Department of Education shall establish, direct, and maintain a
5 statewide program of professional development to improve instruction in the public
6 schools.

7 (2) Each local school district superintendent shall appoint a certified school employee
8 to fulfill the role and responsibilities of a professional development coordinator who
9 shall disseminate professional development information to schools and personnel.

10 Upon request by a school council or any employees of the district, the coordinator
11 shall provide technical assistance to the council or the personnel that may include
12 assisting with needs assessments, analyzing school data, planning and evaluation
13 assistance, organizing districtwide programs requested by school councils or groups
14 of teachers, or other coordination activities.

15 (a) The manner of appointment, qualifications, and other duties of the
16 professional development coordinator shall be established by Kentucky Board
17 of Education through promulgation of administrative regulations.

18 (b) The local district professional development coordinator shall participate in the
19 Kentucky Department of Education annual training program for local school
20 district professional development coordinators. The training program may
21 include, but not be limited to, the demonstration of various approaches to
22 needs assessment and planning; strategies for implementing long-term,
23 school-based professional development; strategies for strengthening teachers'
24 roles in the planning, development, and evaluation of professional
25 development; and demonstrations of model professional development
26 programs. The training shall include information about teacher learning
27 opportunities relating to the core content standards. The Kentucky Department

1 of Education shall regularly collect and distribute this information.

2 (3) The Kentucky Department of Education shall provide or facilitate optional,
3 professional development programs for certified personnel throughout the
4 Commonwealth that are based on the statewide needs of teachers, administrators,
5 and other education personnel. Programs may include classified staff and parents
6 when appropriate. Programs offered or facilitated by the department shall be at
7 locations and times convenient to local school personnel and shall be made
8 accessible through the use of technology when appropriate. They shall include
9 programs that: address the goals for Kentucky schools as stated in KRS 158.6451,
10 including reducing the achievement gaps as determined by an equity analysis of the
11 disaggregated student performance data from the state assessment program
12 developed under KRS 158.6453; engage educators in effective learning processes
13 and foster collegiality and collaboration; and provide support for staff to incorporate
14 newly acquired skills into their work through practicing the skills, gathering
15 information about the results, and reflecting on their efforts. Professional
16 development programs shall be made available to teachers based on their needs
17 which shall include but not be limited to the following areas:

- 18 (a) Strategies to reduce the achievement gaps among various groups of students
19 and to provide continuous progress;
- 20 (b) Curriculum content and methods of instruction for each content area,
21 including differentiated instruction;
- 22 (c) School-based decision making;
- 23 (d) Assessment literacy;
- 24 (e) Integration of performance-based student assessment into daily classroom
25 instruction;
- 26 (f) Nongraded primary programs;
- 27 (g) Research-based instructional practices;

- 1 (h) Instructional uses of technology;
- 2 (i) Curriculum design to serve the needs of students with diverse learning styles
3 and skills and of students of diverse cultures;
- 4 (j) Instruction in reading, including phonics, phonemic awareness,
5 comprehension, fluency, and vocabulary;
- 6 (k) Educational leadership; and
- 7 (l) Strategies to incorporate character education throughout the curriculum.
- 8 (4) The department shall assist school personnel in assessing the impact of professional
9 development on their instructional practices and student learning.
- 10 (5) The department shall assist districts and school councils with the development of
11 long-term school and district improvement plans that include multiple strategies for
12 professional development based on the assessment of needs at the school level.
- 13 (a) Professional development strategies may include, but are not limited to,
14 participation in subject matter academies, teacher networks, training institutes,
15 workshops, seminars, and study groups; collegial planning; action research;
16 mentoring programs; appropriate university courses; and other forms of
17 professional development.
- 18 (b) In planning the use of the four (4) days for professional development under
19 KRS 158.070, school councils and districts shall give priority to programs that
20 increase teachers' understanding of curriculum content and methods of
21 instruction appropriate for each content area based on individual school plans.
22 The district may use up to one (1) day to provide district-wide training and
23 training that is mandated by state or federal law. Only those employees
24 identified in the mandate or affected by the mandate shall be required to attend
25 the training.
- 26 (c) State funds allocated for professional development shall be used to support
27 professional development initiatives that are consistent with local school

1 improvement and professional development plans and teachers' individual
2 growth plans. The funds may be used throughout the year for all staff,
3 including classified and certified staff and parents on school councils or
4 committees. A portion of the funds allocated to each school council under
5 KRS 160.345 may be used to prepare or enhance the teachers' knowledge and
6 teaching practices related to the content and subject matter that are required
7 for their specific classroom assignments.

8 (6) (a) By August 1, 2010, the Kentucky Cabinet for Health and Family Services
9 shall post on its Web page suicide prevention awareness information, to
10 include recognizing the warning signs of a suicide crisis. The Web page shall
11 include information related to suicide prevention training opportunities
12 offered by the cabinet or an agency recognized by the cabinet as a training
13 provider.

14 (b) By September 15, 2018, and September 15 of each year thereafter, every
15 public middle and high school administrator shall disseminate suicide
16 prevention awareness information to all middle and high school students. The
17 information may be obtained from the Cabinet for Health and Family Services
18 or from a commercially developed suicide prevention training program.

19 (c) 1. Beginning with the 2018-2019 school year, and every other year
20 thereafter, a minimum of one (1) hour of high-quality suicide prevention
21 training shall be required for all high school and middle school
22 principals, guidance counselors, and teachers. The training shall be
23 provided either in person, by live streaming, or via a video recording and
24 may be included in the four (4) days of professional development under
25 KRS 158.070.

26 2. When a staff member subject to the training under subparagraph 1. of
27 this paragraph is initially hired during a school year in which the training

1 is not required, the local district shall provide suicide prevention
2 materials to the staff member for review.

3 (d) The requirements of paragraphs (b) and (c) of this subsection shall apply to
4 public charter schools as a health and safety requirement under KRS
5 160.1592(1).

6 (7) (a) The Kentucky Department of Education shall develop and maintain a list of
7 approved comprehensive evidence-informed trainings on child abuse and
8 neglect prevention, recognition, and reporting that encompass child physical,
9 sexual, and emotional abuse and neglect.

10 (b) The trainings shall be Web-based or in-person and cover, at a minimum, the
11 following topics:

- 12 1. Recognizing child physical, sexual, and emotional abuse and neglect;
- 13 2. Reporting suspected child abuse and neglect in Kentucky as required by
14 KRS 620.030 and the appropriate documentation;
- 15 3. Responding to the child; and
- 16 4. Understanding the response of child protective services.

17 (c) The trainings shall include a questionnaire or other basic assessment tool upon
18 completion to document basic knowledge of training components.

19 (d) Each local school board shall adopt one (1) or more trainings from the list
20 approved by the Department of Education to be implemented by schools.

21 (e) All current school administrators, certified personnel, office staff,
22 instructional assistants, and coaches and extracurricular sponsors who are
23 employed by the school district shall complete the implemented training or
24 trainings by January 31, 2017, and then every two (2) years after.

25 (f) All school administrators, certified personnel, office staff, instructional
26 assistants, and coaches and extracurricular sponsors who are employed by the
27 school district hired after January 31, 2017, shall complete the implemented

1 training or trainings within ninety (90) days of being hired and then every two
2 (2) years after.

3 (g) Every public school shall prominently display the statewide child abuse
4 hotline number administered by the Cabinet for Health and Family Services,
5 and the National Human Trafficking Reporting Hotline number administered
6 by the United States Department for Health and Human Services.

7 (8) (a) The Kentucky Department of Education shall develop and maintain a list of
8 recommended comprehensive evidence-informed trainings on racial trauma
9 that include identifying its effects in the classroom and using best teaching
10 practices to address it.

11 (b) A local board of education shall adopt a policy to implement racial trauma
12 training within the district and may either select a training from the list
13 recommended by the Department of Education or identify another training
14 that meets the requirements of this subsection.

15 (c) Beginning with the 2020-2021 school year, and every other year thereafter,
16 a high-quality racial trauma training shall be required for all principals,
17 guidance counselors, and teachers employed by a school district or a public
18 charter school. The training shall be provided either in person, by live
19 streaming, or via a video recording and may be included in the four (4) days
20 of professional development under KRS 158.070.

21 (d) When a staff member subject to the training under paragraph (c) of this
22 subsection is initially hired during a school year in which the training is not
23 required, the local district shall provide racial trauma materials to the staff
24 member for review.

25 (e) The trainings shall be conducted by a qualified mental health professional
26 with formal education and experience in treating racial trauma and cover,
27 at a minimum, the following topics:

- 1 **1. Recognizing racial trauma in the school environment;**
- 2 **2. Responding to racial trauma's impact on a student; and**
- 3 **3. Best teaching practices in addressing racial trauma.**

4 **(9)** The Department of Education shall establish an electronic consumer bulletin board
 5 that posts information regarding professional development providers and programs
 6 as a service to school district central office personnel, school councils, teachers, and
 7 administrators. Participation on the electronic consumer bulletin board shall be
 8 voluntary for professional development providers or vendors, but shall include all
 9 programs sponsored by the department. Participants shall provide the following
 10 information: program title; name of provider or vendor; qualifications of the
 11 presenters or instructors; objectives of the program; program length; services
 12 provided, including follow-up support; costs for participation and costs of materials;
 13 names of previous users of the program, addresses, and telephone numbers; and
 14 arrangements required. Posting information on the bulletin board by the department
 15 shall not be viewed as an endorsement of the quality of any specific provider or
 16 program.

17 **(10)**~~**(9)**~~ The Department of Education shall provide training to address the
 18 characteristics and instructional needs of students at risk of school failure and most
 19 likely to drop out of school. The training shall be developed to meet the specific
 20 needs of all certified and classified personnel depending on their relationship with
 21 these students. The training for instructional personnel shall be designed to provide
 22 and enhance skills of personnel to:

- 23 (a) Identify at-risk students early in elementary schools as well as at-risk and
 24 potential dropouts in the middle and high schools;
- 25 (b) Plan specific instructional strategies to teach at-risk students;
- 26 (c) Improve the academic achievement of students at risk of school failure by
 27 providing individualized and extra instructional support to increase

- 1 expectations for targeted students;
 - 2 (d) Involve parents as partners in ways to help their children and to improve their
 - 3 children's academic progress; and
 - 4 (e) Significantly reduce the dropout rate of all students.
- 5 ~~(11)~~~~(10)~~ The department shall establish teacher academies to the extent funding is
- 6 available in cooperation with postsecondary education institutions for elementary,
- 7 middle school, and high school faculty in core disciplines, utilizing facilities and
- 8 faculty from universities and colleges, local school districts, and other appropriate
- 9 agencies throughout the state. Priority for participation shall be given to those
- 10 teachers who are teaching core discipline courses for which they do not have a
- 11 major or minor or the equivalent. Participation of teachers shall be voluntary.
- 12 ~~(12)~~~~(11)~~ The department shall annually provide to the oversight council established in
- 13 KRS 15A.063, the information received from local schools pursuant to KRS
- 14 158.449.