Nuts and Bolts for NEW PDers
Florida Professional Development

FASD Leadership Conference
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Purpose of Session

- Overview of PD System Requirements and Reason for Protocol Standards
- Summary of Protocol Standards
- Overview of Site Visit Process
- Information for Districts Preparing for a Review
- Information for Future Review Team Members
- Where to Go/Who to Contact for More Information
History of Protocol Standards

- 2000 – 2002: Florida Legislature directs Department to develop a system for evaluating the quality of district professional learning systems; establishes F.S. 1012.98, School Community Professional Development Act
- 2009 – 2010: Revision of Protocol Standards
- 2010: Current Version of Protocol Standards incorporated into State Board Rule 6A-5.071 Master Inservice Plan Requirements
- 2010 – Present: Third Review Cycle – Four Year Cycle, Year Four is 2013-2014
Statutory Requirements - Section 1012.98, F.S.

- Purpose of Professional Development System:
  - Increase student achievement
  - Enhance classroom instructional strategies that promote rigor and relevance throughout the curriculum
  - Prepare students for continuing education and the workforce

- Continuous support provided for all education professionals and temporary intervention for those who need improvement in knowledge, skills, and performance

- Provide scientific research-based professional learning
- Support School Improvement Plans
- Collaborative development with stakeholders
Responsibilities of districts

- District professional development systems aligned with student and personnel needs and data sources, including:
  - Student achievement
  - School discipline
  - School environment surveys
  - Assessments of parental satisfaction
  - Performance evaluations
  - School Improvement Plans

- Content of district systems
  - Technology-based delivery
  - Follow-up activities
  - Evaluation methods
Responsibilities of Florida Department of Education (FDOE)

- Best practice methods by which the state and district school boards may evaluate and improve the professional development system (standards)
- Report annually any school district that, in the determination of the department, has failed to provide an adequate professional development system (criteria for review in standards)
Development of Protocol System

- Alignment with national standards and state initiatives
- Collaboration with professional learning experts around the state
- Field testing
- Feedback and comments
- Redevelopment overview
Redevelopment for Third Cycle

- Change in terms: “educator” instead of “teacher”; professional “learning” instead of “development”

- New standards:
  - 3.1.3 Research/Evidence Basis
  - 3.1.4 Content Standards for Student Outcomes
  - 3.1.5 Integration of Initiatives
  - 3.1.6 Leadership Development - review of standard suspended for remainder of cycle
  - 3.1.7 Non-instructional Staff
  - 2.1.5 Individual Leadership Development Plan

- Modified Standards:
  - 3.2.2. Content Focused
  - 2.2.7. Coordinated Records
  - 3.1.8. Professional Learning Facilitators
  - 3.4.6. Fiscal Resources
Overview of Standards

- 65 Standards
- Three Levels:
  - District
  - School
  - Educator
- Four Strands in Each Level:
  - Planning
  - Delivery
  - Implementing
  - Evaluating
Judgment Scale – based on professional judgment

1. Unacceptable: little or no evidence that the district is implementing the standard
2. Marginal: inconsistent evidence (observed in a few faculty or schools, a few components of the standard)
3. Good: considerable evidence (observed in many faculty or schools, many components of the standard)
4. Excellent: pervasive evidence (almost all faculty and schools, almost all components of the standard)
Site Visit Process

- Four-year cycle to review all 67 school districts and 4 university research schools
- Notification for 2013-2014 has occurred
- Review team composition – peer reviewers, contracted team leader
- Sampling of schools – representative sampling, at least 10% of district schools
- District-level report is shared after visit—individual school findings not reported
Site Visit Process (cont.)

- District Reviews
  - Site visits to selected schools – 1 day/2 team members and district office – team size varies based on district size
  - Interviews with educators, school administrators, district staff
  - Team reviews documents for all levels
  - Judgments on each standard are made collaboratively by team members visiting school sites/district office
Site Visit Process (cont.)

- District Office Visit
  - Interviews with professional development director and other staff members involved in professional learning
  - Document Reviews:
    - District professional development systems, including other district plans such as Master Inservice Plans, district technology and reading plans
    - District strategic plans that incorporate professional learning initiatives
    - Evaluations of professional learning
Site Visit Process (cont.)

- School Visits
  - Educator Level interviews – 5 teachers selected by reviewer across grade levels – about 30-45 minutes each
  - School Level interviews – principal and/or assistant principal or school administrative team – about 1 to 1 ½ hours

- Document Reviews:
  - Individual Professional Development Plans (IPDP) for five selected teachers (1.1.1.1 and following)
  - School professional development plans
  - School calendars
Preparing for a Site Visit

- Notification of review and confirming dates with Department
- Recommendations for hotels
- Coordinate times and confirm school selections with Team Leader
- Provide teacher lists for selected schools
- Provide directions to schools
- Gather documents for team to review
Reviewer Qualifications

Reviewer Sources:
- FDOE or district professional development staff
- Regional Consortia or other service provider
- Institutions of Higher Education with approved teacher education programs

Reviewer Qualifications
- Active or retired staff member of organizations above
- 5 or more years in educational administrative positions
- 2 or more years of expertise in planning, conducting, or administering professional development programs
Reviewer Training Dates

- **New Reviewer Preparation Session**
  - Two-day session
  - Announcements are made through FDOE’s Paperless Communication System and through PD Director Listserv

- **Experienced Reviewer Update Session**
  - Conference Calls
  - Webcast (future)
Protocol System
Documents Online

- Cross District Reports and Checklists for Reviews: http://www.fldoe.org/profdev/pdstandards.asp
2014-15: NEXT STEPS

- Section 1012.98, F.S. – 2014 Legislative Changes to law possible
- Begin Review of Current Standards
- Align with National Standards
  - Learning Forward
  - Other states…
- Revise Standards as needed
  - Redvelop materials
  - Team Leaders and Reviewer Training
  - District Training and Support
Contact Information

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