

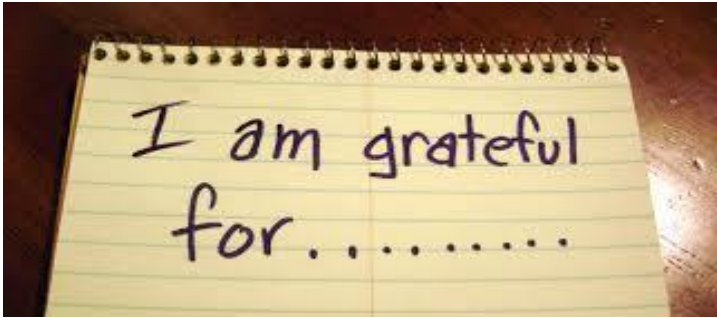
*Teacher Preparation for Next
Generation Teachers: Alternative isn't
Alternative Anymore*

Dr. Lucile Heald-Oldham
PDCP Coordinator
Professional & Personalized Learning
Lake County Schools



Gratitude & Optimism

Gratitude: What am I most grateful for in my life?



Seven Chairs (tables) and Pair
Stand up and walk away from your seat. Touch seven tables before stopping and pairing up with the person closest to you. Share your responses.

Optimism: What am I most looking forward to?



Attitudes that Affect Academic Success

Hope to fuel long-term effort
one must feel the *end point* is possible

Growth mindset belief that *the process* is
possible and desirable

(Jensen, 2016)

What I'm most grateful for.... My granddaughter Olivia

What I'm most hopeful for....future generations of great teachers



Teacher Preparation Matters



~because every child deserves a great teacher

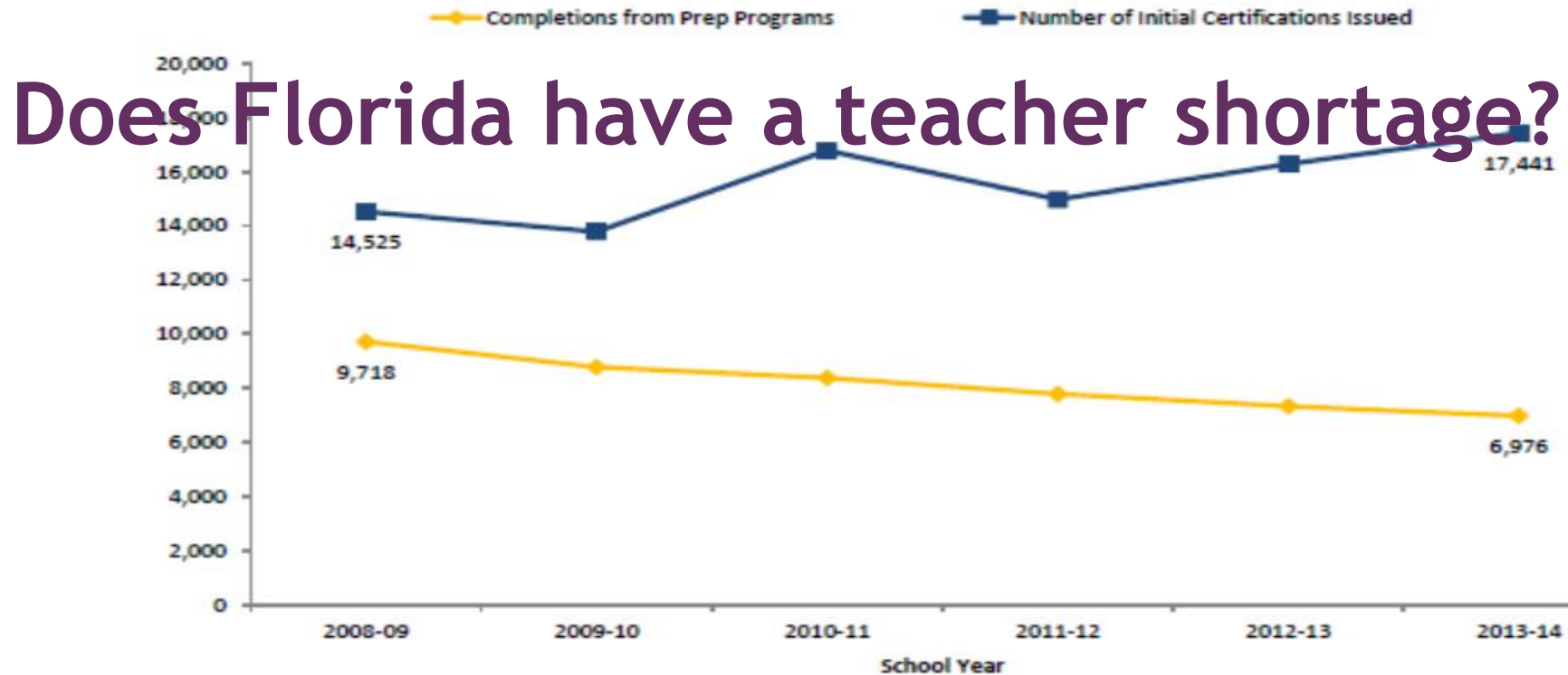
What is the current need for teachers nationwide?



“A more thorough review of long-term trends indicate that the nation as a whole is unlikely experiencing a shortage crisis” (p. 3).



On balance, the production of new teachers is relatively stable.





Routes to a Florida Teaching Certificate

- Teacher Preparation Programs
 - Initial Teacher Preparation Program
 - District Professional Development Certification Program
 - Educator Preparation Institute
- Reciprocity
 - Out-of-State Certificate
 - Out-of-State Approved Teacher Education Program
 - National Board for Professional Teaching Standards
 - American Board for Certification of Teacher Excellence
- Other Routes
 - College Teaching Experience
 - Professional Teaching Option
 - Professional Preparation College Coursework Option

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Critical Teacher Shortage Areas, 2016-17

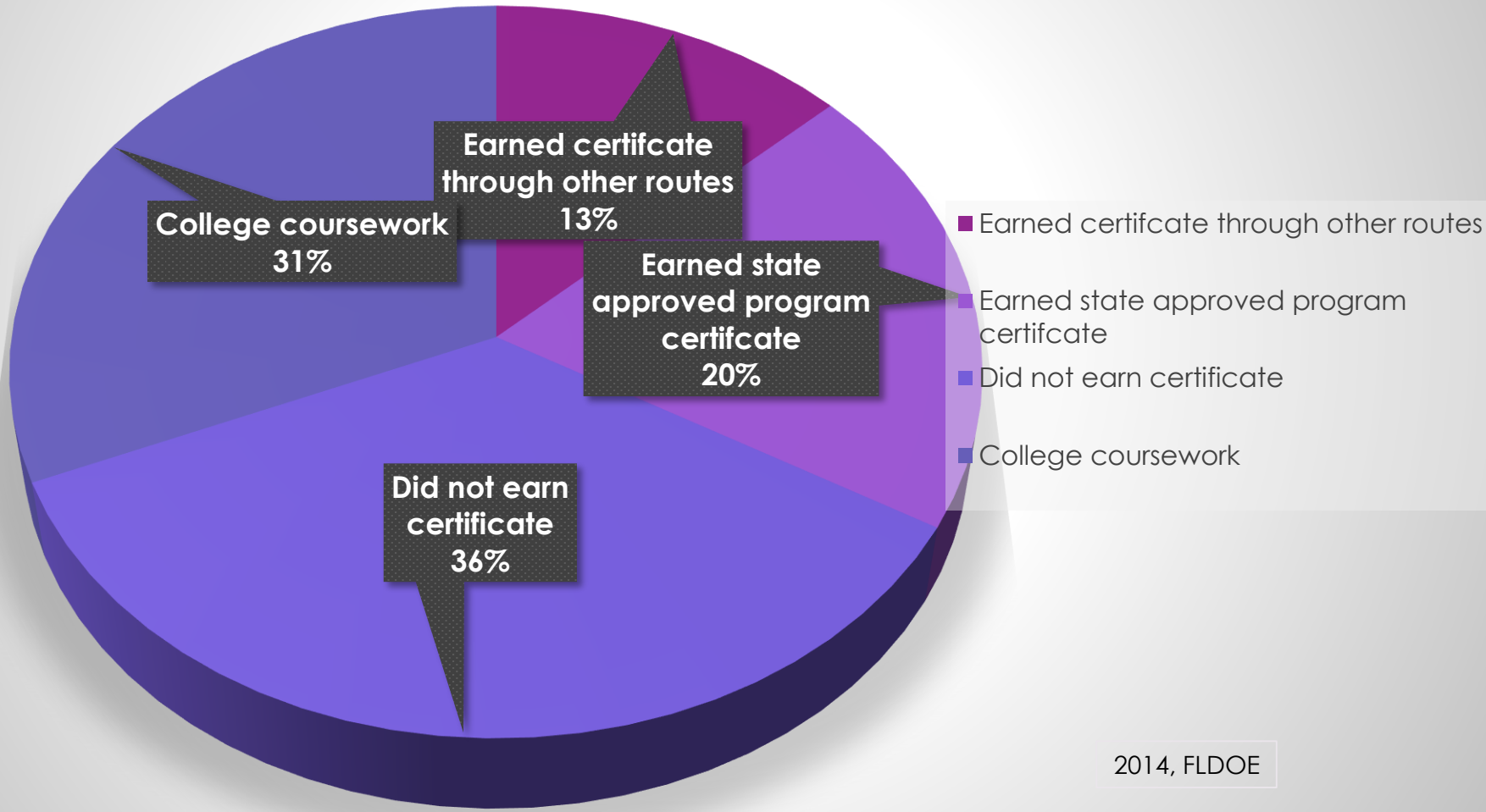
Certification Areas	Rank Based on % of Courses Taught by Teachers Not Certified in the Appropriate Field for the Course (as reported by school districts)	Rank Based on Projected Vacancies (as reported by school districts)	Rank Based on % of Completers (as reported by teacher preparation programs)	Overall Rank
Science-General*	4	7	11	1
Science-Physical*	6	8	8	1
English	1	4	19	3
Mathematics	3	3	18	3
ESOL*	7	14	5	5
Reading*	2	6	20	6
ESE*	5	2	23	7

Reflecting on the Data

- Completion
 - 2008
 - 2013
- Number of Teachers
 - 2008
 - 2013
- Student
- Critical Thinking Areas remains constant: Math, Science, English Lang Arts, ESOL, ESE

So, what happens to teachers on temporary certificates?

What Happens to Teachers on Temporary Certificate

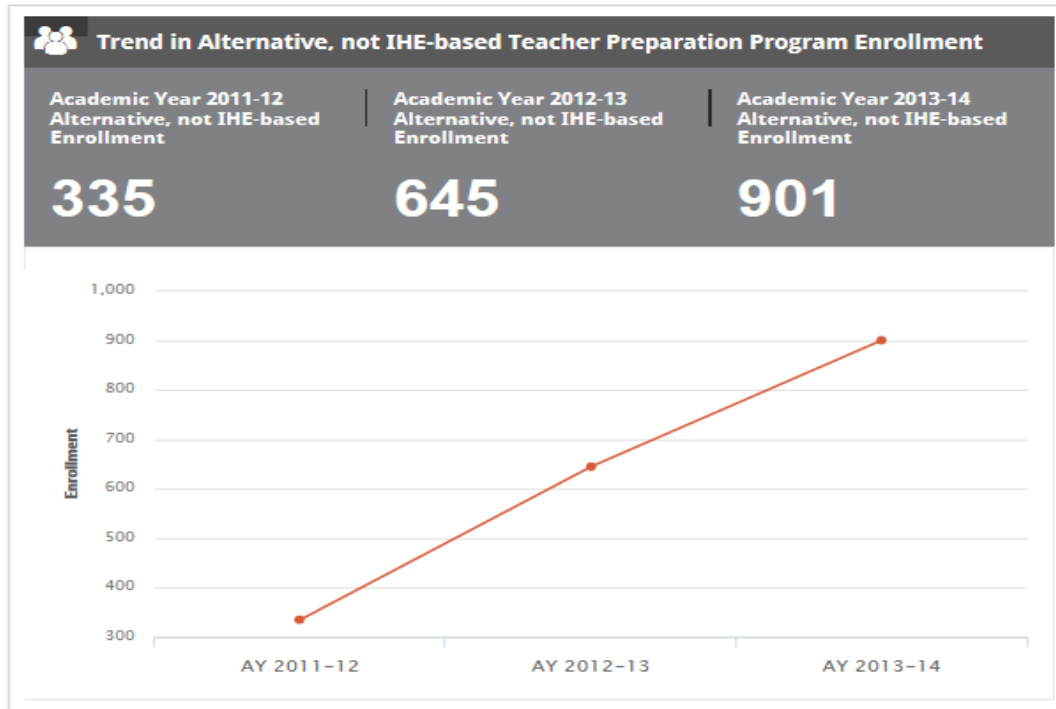


2014, FLDOE

Trends in Teacher Prep Program Enrollment

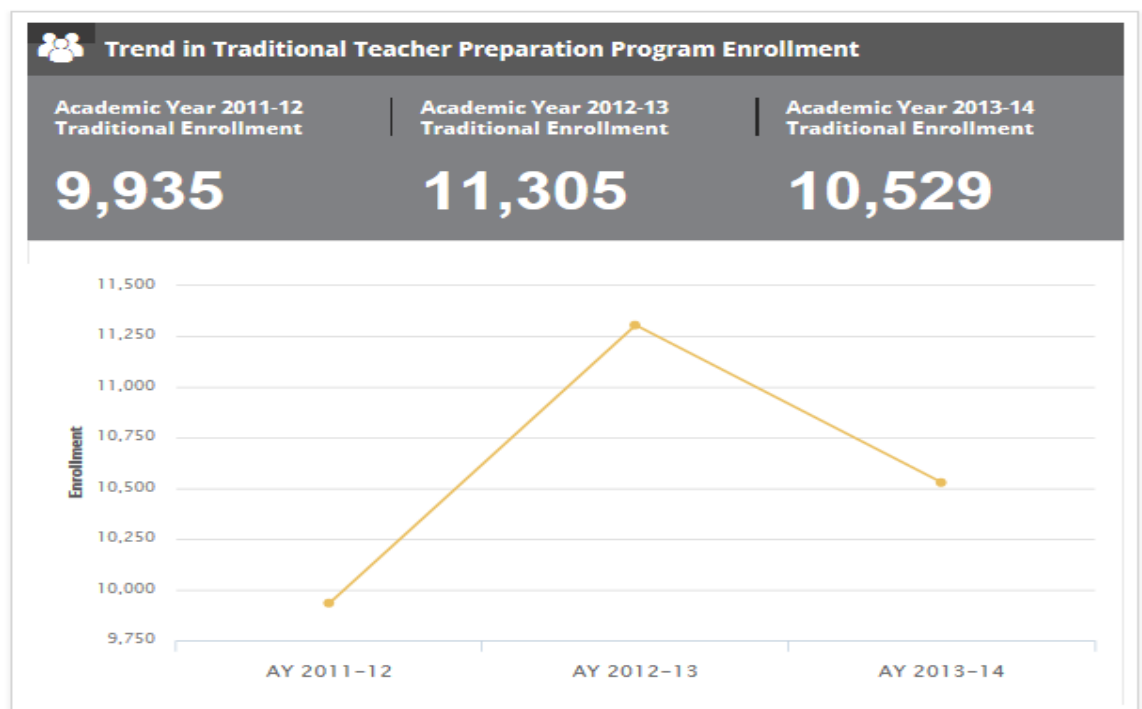
Alternative Certification

Traditional Teacher Prep



Trend in Alternative, not IHE-based Teacher Preparation Program Enrollment

	AY 2011-12	AY 2012-13	AY 2013-14
Alternative, not IHE-based	335	645	901



Trend in Traditional Teacher Preparation Program Enrollment

	AY 2011-12	AY 2012-13	AY 2013-14
Traditional	9,935	11,305	10,529

Processing: Traditional vs. Alternative Teacher Prep

Turn to your shoulder partner and create a T-Chart comparing and contrasting Traditional Teacher Prep and Alternative Teacher Prep.

Traditional Teacher Prep	Alternative Teacher Prep

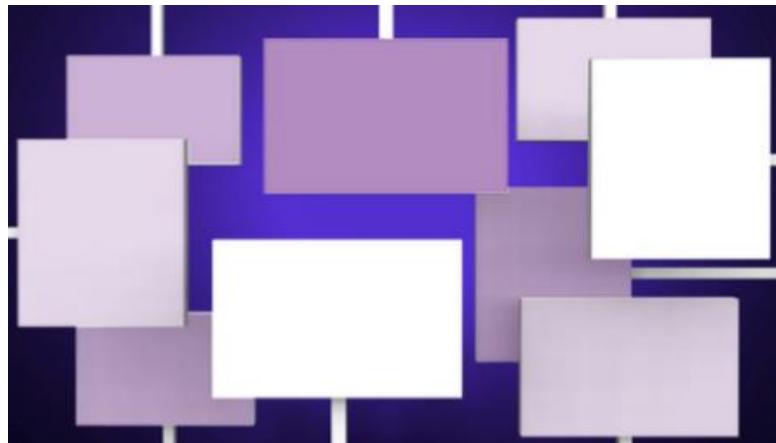
Could it be that
teacher prep is
being remodeled
in a theatre of
experience?

There is a
transformation
underway causing shifts
in how teachers achieve
professional teaching
certification.



Magnet Statements

- Statements are located on posters around the room
- Go stand by the statement that most “attracts” you
- 7 min discussion: Why are you attracted to this statement
- Come up with a 1-2 sentence summary of your group’s discussion



Magnet Statements

- There are some benefits to learning that can only be gained in a traditional teacher prep
- Some, but not all teachers, should be prepared in a hybrid environment (F to F, plus online)
- There are potential pitfalls of online teacher prep
- There are unique opportunities when engaged in competency based, job embedded teacher preparation
- One day, teacher preparation will be conducted and credentialed in a simulated virtual environment by performance assessment

Recruiting and Retaining the Generations

- Last large scale hiring in education 30-35 yrs ago (Moore Johnson, 2012)
 - Women had fewer career options
 - Today women have many career options
- Education is competing for workers who have more choice
- While need may grow due to class size amendment, teachers have less experience and expect to leave (Abrams, 2014)
 - only 17 of 50 young teachers interviewed expect to make education a career
 - Workers will have between 4-7 jobs
 - Future teaching corps will look very different...practiced predominantly by beginners and the young (Ingersoll and Merrill)

(Susan Moore Johnson, Director of Harvard Project on Next Generation of Teachers, 2012)

Common Routes to Professional Teaching Certification

Education coursework, PEC, exams

District PDCP, PEC, exams

Educator Preparatory Institutes (EPI)

ABCTE & PEC

Two Semesters Fulltime College Teaching & exams

STEM Teacher Certification

Florida's Professional Development Certification Program:

❖ Initial Participant Preparation prior to entering classroom

❖ Support Team to coordinate and support the teacher

- **Peer Mentor** to offer face-to-face feedback and assistance
- **Assessor** to provide feedback & assessment of program tasks
- **Building-Level Administrator** to support & verify successful demonstration of all education competencies (teacher evaluation)
- **District Coordinator** to serve as a liaison between all involved parties (FDOE, district personnel, site-based administrators, assessors, mentors, and participants) as well as to oversee program operations

- **Competency-based Tasks** to provide in-depth acquisition of the [Florida Educator Accomplished Practices](#).
- **Online Tracking System** to document the progress of each teacher in successfully demonstrating the FEAPS
- **Professional Education Test** preparation to demonstrate knowledge of educational pedagogy
- **Reading Endorsement Competency #2** to demonstrate competency in reading methods and strategies

Professional Development Certification Program

Educator Preparation Website
<http://www.fldoe.org/teaching/preparation/pdcp.shtml>

- Section 1012.56 FL Statutes, State Board Rule 6A-5.066
- Initial Program) Approval Standards (PDCP IAS-2015)

- All Teacher Prep Programs: continued approval every 5 years
- FL Statutes hold all teacher prep accountable
 - APPR annual performance report
 - Two metrics
 - Retention
 - Teacher Evaluation based in part on student performance
- Site visit concurrent with Protocol Reviews
 - Focus on clinical practice
 - How teachers receive feedback

LCS PDCP Admission Requirements (completed by end of 1st year teaching)

- Teacher Induction (Ethics, 2 day New Beginnings event or Monthly NT session)
- Successful General Knowledge Exam
- Successful Subject Area Exam
- Completion of PEC
- Attend Orientation session
- Attend Screening/Interview
- Fee - \$1500, payroll deductible



Task Order Information

Blocks are not time-bound. Completion time for each block can be adjusted depending upon when the participant either needs or wants to complete the program.

Block 1: To be completed or underway before going to Block 2

Task Title	Prerequisite	Task Work Time*
Introduction to the PDCP		Short
Introduction to the FEAPS		Short
Introduction to the State Content Standards		Middle
Professional Development Goals and Strategies 1		Middle
Classroom Management System		Middle
Differentiated Instruction 1		Short
Communication Plan		Middle
Collaborating for Student Achievement		Long

Block 2: To be completed or underway before going to Block 3

Task Title	Prerequisite	Task Work Time*
Differentiated Instruction 2	Differentiated Instruction 1	Long
Parent-Teacher-Student Conference		Short
Rubric-based Assessment		Middle
Unit Plan 1		Long
Teacher and Student Interactions		Middle
Ethics		Middle
Student Evidence of Learning		Long
Higher Order Thinking		Middle
Deepening and Enriching Content Knowledge		Middle

Block 3

Task Title	Prerequisite	Task Work Time*
Unit Plan 2	Unit 1	Long
Differentiated Instruction 3	Differentiated Instruction 1 and 2	Middle
Professional Development Goals and Strategies 2	Professional Development Goals & Strategies 1	Middle

PDCP Support Team

PDCP Coaches

- Highly trained & principal recommended
- Site-based, role alike, knows school culture, teacher advocate
- Face to Face meeting, 1 hr weekly



PDCP Assessors

- Highly trained & principal recommended
- Off-site
- Subject Area experts
- Objective assessment by rubric
- Communicates via email or Skype

Clinical Educator Training Required for Support Roles



- All PDCP Coaches & Assessors must be Clin Ed trained
- 5 year limit on Clin Ed certification
- Includes Teachlive simulation practice on interpersonal communication skills

teachlive

Clin Ed Focus: Feedback and Feedforward

- Explicit and specific feedback is encouraged
- Feedforward is focused on where they need to go next
- It's all about teamwork and celebrating success



LCS PDCP Coach & Assessor Training

Face to Face Calibration

- Assessors and Coaches practice task assessment in teams

Online Assessor Training

- Assessors access online training and materials via the website for follow-up



LCS PDCP Assessor Training



Professional Development
Certification Program

PDCP ASSESSOR TRAINING

- **Face to Face**

- Roles & Responsibilities
- Support agreements
- Team activities to understand common language, task format
- Meet and Greet

- **Utilize Online Assessor Training as Follow-up**

- Send documentation to district coordinator



SEGMENT 1

Overview



SEGMENT 2

**Task Details and
Information**



SEGMENT 3

**Top Ten List for Awesome
Assessors**



SEGMENT 4

Assessing PDCP Tasks



SEGMENT 5

Assessment Practice

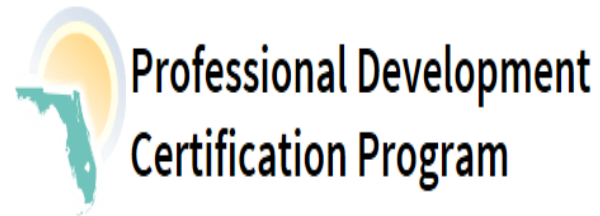


SEGMENT 6

**Training Completion
Documentation**

PDCP Task Assessment and Monitoring

- Assessors record the rubric decisions and provide feedback on website.
- Progress and status of decision making viewable to coordinator
- Embedded resources helpful



COORDINATOR TOOLS	TASK LIST	GLOSSARY	REPORTS	RESOURCES
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Reports

Select the report you would like to view:

- Full Report
- Summary Report
- Task Progress Report
- Assessor/Mentor Assignment Report



- exchange contact information and communication preferences
- Establish method of task exchange
- Clarification of assessor expectations

PDCP Portfolio Assessment

1. 20 tasks on the 6 Educator Accomplished Practices
2. Strategize with mentor
3. Tasks are objectively assessed by PDCP Assessor
4. Administrator has final signature
5. Tasks are compiled in Eportfolio - documentation of proficiency



TeachLive Simulation: Parent, Teacher and Student Conference

Click to...

Simulation practice in a virtual environment to master complex interpersonal skills in effective communication

We have adult
avatars for parent
teacher conference
rehearsal

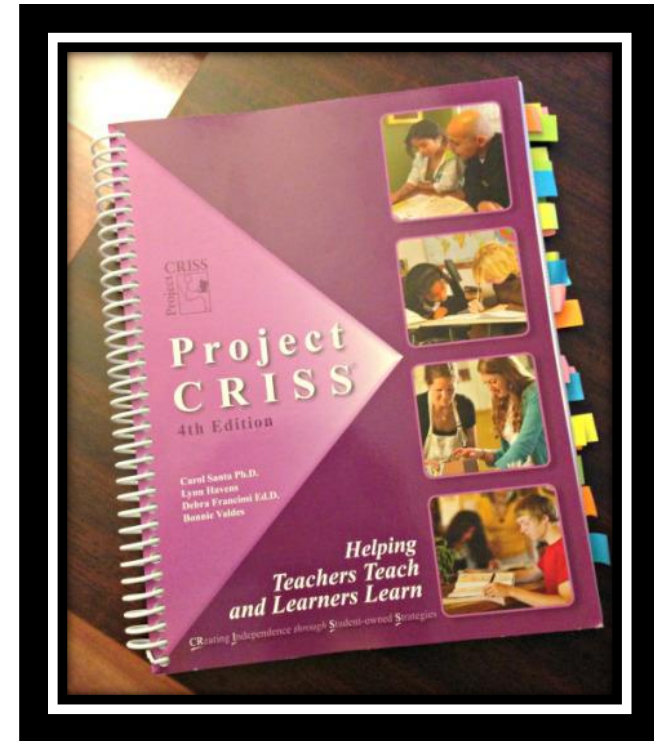
Monthly Support Meetings



Additional Layers of Support

Professional Learning for PDCP participants

- Professional Learning Community (PDCP Teacher Cohort Group)
- Reading Competency Two (Shultz Center)
- Project CRISS - (highly recommended)



Exemplary Teacher Observation

PDCP teachers choose an outstanding teacher to observe.



PDCP -Where **TEACH**ers
are students...
LEARNing in real time

Non-Ed majors have
subject area expertise
and prior work related
experiences that
connect to student
learning



*...the greatest effects on student LEARNing
occur when the TEACHers become **LEARNers**
of their own **TEACHing** and...*



*...when students become their **own TEACHers**.*

John Hattie
- *Visible Learning* (2009, p. 22)

Hillsborough County School District

- Over 3000 teacher certified
- 90% + completion rate
- 76% retention rate across 18 years
- Currently 450 enrolled
- Most program participants complete in 18-24 months

PDCP Coordinator, Dr. Scott Richman
srichman@sdhc.us



Pasco County

- Currently enrolled: 92 teachers and growing
- Totally completers: 577
- Completion rate: 90%
- 96% of the participants retained.



“Thank you, Sarah, for all of your wonderful support, advice and motivation as I completed this very valuable professional development course. I totally enjoyed this experience...Thank you once again for making me become a better teacher and person.”

Pasco Co. PDCP Teacher

- PDCP Coordinator, Sarah Apsey sapsey@pasco.k12.fl.us

Brevard County

- Current Enrollment 78
- Completion rate 87%
- APPR 4.0
- 20 ACP teachers promoted to administrator
- 60 in teacher leadership roles
- Science Teacher of Year Secondary
- Math Teacher of Year Secondary



Peggy Yelverton, PDCP Coordinator
Yelverton.Peggy@Brevardschools.org

Pinellas County

- Current enrollment 158
- Retention rate 91%
- APPR 3.5
- Cost \$1600 payroll deduction



Retired or former staff mentor support in Year 1 followed by site-based mentor
Year 2/3

PD two nights per month followed by a task to demonstrate implementation of
FEAPs

Carrie Rivera, Senior Professional Development Coordinator RIVERAC@pcsb.org

Questions & Answers

Dr. Lucile Heald-Oldham
PDCP Coordinator
oldhamc@lake.k12.fl.us

