Professional Development Systems Redevelopment

Dr. John Moore, Program Director
Educator Retention
REDEVELOPMENT OF PROFESSIONAL DEVELOPMENT SYSTEMS

WHAT?  WHEN?  HOW?
REDEVELOPMENT

Stages in the Process
- Thinking
- Deciding
- Implementing

- You are entering the DECIDING STAGE.
- This stage belongs to the districts.
Where are we now?

PD is a complex process

- It’s “systemic” – must align to other changes
- Prioritization is essential – get key results
- After a year of TA it’s clear that:
  - “one size” does not fit all
  - processes used for developing personnel evaluation systems do not fit “conditions on the ground” for PD redevelopment
A SHIFT

McREL & FDOE Technical Assistance have Stressed the “Shifts”

- Here is a shift in how we do TA for PD
- Not time for a “state model”
  - Nothing to put your name on and send back
- TA = Best Advice We Can Give
- Supports on that advice through 2013–2014
- Each district must decide what to do
Review and Approval

- After districts make decisions on PD redevelopment the department must “review and approve.”
- Due date is September 30, 2013.
- Anytime between now and then.
- Review requires “documentation.”
Review Issues

Big Picture

- Substantial changes require department review and approval.

- Review addresses compliance with statutes and State Board of Education rules.
  - What has changed since 1998–2000?

- Policies and practices that support YOUR district’s mission regarding “College- and Career-Ready Students.”
RTTT Districts

Committed to PD Redevelopment by 9/30/13
Preparing Your Documents

LOOK AT YOUR RTTT DELIVERABLES

- RTTT Deliverables related to PD
- Evaluation of PD
- Instructional Improvements
- Data Capacities
- Special Purpose Programs
RTTT Instructional Improvements

Report what you have redeveloped:

- CCSS Transition Supports
- Faculty Development
- Research-based Strategies
- Differentiated Instruction
- Assessments and Lesson Study
- Common Planning
Data Capacities

- Data Access
- Data Systems
- Data Guiding Growth Plans
- Consider Data in LIIS related to PD
Special Purpose Elements

- Beginning Teacher Support Programs
- High Needs Students
- Low Performing Schools
NON–RTTTT DISTRICTS

Each district may submit for review and approval whenever it has a redeveloped system with substantial changes.
Review Decisions

DISTRICT

- What do the submitted documents describe?

DEPARTMENT

- Does the district’s system comply with RTTT commitments?
- Does it provide a capacity to meet requirements of statutes and rules?
And Then: Implementation

A district decides:

- What is needed to meet obligations of statutes, rules, and RTTT.
- How to meet those obligations in ways that best serve student interests.
- How it will support quality implementation of whatever PD policies and practices it decides.
Two Issues to Share

1. Preparation for Review and Approval

Tools to Work With

- What you have learned since 2010
- McREL TA during 2012–2013
- Chancellor’s memo sent April 29, 2013
- Review and Approval Guidelines
- RTTTT Deliverables
- DOE TA Document 1: 7 Policies
- Supplements to the policies – online
- 2013–2014 TA Support Schedule
Best Advice

1. Be aggressive and take risks!
2. Set policies and practices that stretch your capacity and REQUIRE joint effort.
3. Shift your focus to DEVELOPMENT – expect evidence of improvement.
4. Support school-based learning cultures.
5. Support principals as faculty developers.
6. Evaluate PD – and act on the data!
Mid-continent Research for Education and Learning
McREL
The Big Picture

Focus on College and Career Ready
Priority Shifts in Professional Development
Purposes of the PD System

Purposes Supporting Learning

Planning

Capacities Employed in the PD System
Capacities Supporting Purposes

Learning

Role of the Master Inservice Plan
Deliverables of the PD System
Deliverables Leading to Improvements

Implementing

Evaluation Practices of the PD System
Evaluation of Fidelity and Impact

Florida’s Redevelopment of Professional Development Systems
Module 7: Designing a Professional Development System

Chart alignment of RTTT SOW, protocol standards, technical assistance guide, and McREL resources

Begin and/or continue crafting your district’s full description of your professional development system

Review compendium of McREL/FLDOE tools
## Alignment Chart

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<tbody>
<tr>
<td><strong>Professional Learning Communities</strong></td>
<td><strong>Educator:</strong> 1.2.1; 1.2.2; 1.2.3; 1.2.4; 1.2.5; 1.3.1; 1.3.2; 1.4.1; 1.4.2; 1.4.3; 1.4.4; 1.4.5</td>
<td><strong>Purposes</strong> 1.2.1; 1.2.4; 1.3.1; 2.2.2; 2.2.1; 2.2.4; 3.1.3; 3.2.8; 3.2.9</td>
<td><strong>Priority Shifts:</strong> Focus on state standards Supportive Professional Learning Communities Faculty and leadership development</td>
<td>Module 3 (Innovation Configuration) Module 2 (PD Models) Module 4 (Designing Effective Evaluation of PD)</td>
<td>September 2013 November 2013 April 2014</td>
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Design Time

1. McREL sets the stage for the day and outlines the design process
2. Districts decide starting points and work independently with McREL feedback and assistance
3. McREL assesses progress
4. Districts continue to work independently with McREL feedback and assistance
5. McREL facilitates a discussion of next steps and district sharing time
What to Bring to Module 7

Protocol standards

Documents referenced in the Chancellor’s Letter issued on April 29, 2013, *Professional Development System Redevelopment Under Race to the Top*

State technical assistance document

Access to previous McREL modules

Needs assessment (summary of needs)

Questions
Module 8: Managing Change

- Magnitude of Change
- Leadership’s role in change
- Investigating the phases of transition
- Shared responsibility for managing transitions
Updates…

Eileen McDaniel, Chief
Educator Recruitment, Development & Retention
Topics…
1. Common Core State Standards
2. Community of Practice
3. Clinical Educator Training
4. Professional Development System Evaluation Protocol Site Visits
5. Bureau changes/updates
6. Rule Development – Updates
7. Legislative Updates
8. Discussion/Questions
## Florida’s Common Core State Standards Implementation Timeline

<table>
<thead>
<tr>
<th>Year/Grade Level</th>
<th>K</th>
<th>1</th>
<th>2</th>
<th>3–8</th>
<th>9–12</th>
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<tr>
<td>2012–2013</td>
<td>F L</td>
<td>F L</td>
<td>L</td>
<td>L</td>
<td>L</td>
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<tr>
<td>2013–2014 CCSS fully implemented</td>
<td>F L</td>
<td>F L</td>
<td>F L</td>
<td>B L</td>
<td>B L</td>
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<tr>
<td>2014–2015 CCSS fully implemented and assessed</td>
<td>F L</td>
<td>F L</td>
<td>F L</td>
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**F** - full implementation of CCSS for all content areas

**L** - begin full implementation of content area literacy standards including:
1. use of informational text, text complexity, quality and range in all grades (K–12), and
2. CCSS Literacy Standards in History/Social Studies, Science, and Technical Subjects (6–12)

**B** - blended instruction of CCSS with Next Generation Sunshine State Standards (NGSSS); last year of NGSSS assessed on FCAT 2.0
# CCSS Summer Institutes

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Host District</th>
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<tr>
<td>June 18–19</td>
<td>Gulf Breeze High School</td>
<td>Santa Rosa</td>
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<td>June 25–26</td>
<td>Boca Ciega High School</td>
<td>Pinellas</td>
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<tr>
<td>June 27–28</td>
<td>Boca Ciega High School</td>
<td>Pinellas</td>
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<tr>
<td>July 16–17</td>
<td>Santaluces High School</td>
<td>Palm Beach</td>
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<tr>
<td>July 18–19</td>
<td>Santaluces High School</td>
<td>Palm Beach</td>
</tr>
<tr>
<td>July 23–24</td>
<td>Atlantic Coast High School and First Coast High School (split)</td>
<td>Duval</td>
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Community of Practice (CoP)

- Three successful CoPs during since March 2012
- Feedback from participants & hot topics yield topic(s) for future ones
- Potential for electronic CoP
- Potential for face-to-face in Fall 2013
Clinical Educator Training

- Implementation of Revised CET curriculum/materials – Fall 2012
- Train-the-trainer sessions conducted three (3) times during 2012–2013
- Additional training opportunities throughout 2013–2014
Professional Development System Evaluation Protocol Site Visits

- Successful transition to new project coordinator (Debbie Cooke)
- New reviewer training conducted – Summer 2012
- Team leaders – updates
- Current reviewers – updates
- New reviewer training – June 18–19 (Orlando)
- 16 reviews completed, with one remaining review in May (Duval)
Draft Protocol Site Visit Schedule

- Bradford Oct 15–18
- Wakulla Oct 21–24
- Putnam Oct 28–31
- Charlotte Nov 4–7
- Alachua Nov 12–15
- Miami–Dade Nov 18–22
- Gulf Dec 3–6
- Highlands Dec 3–6
- Seminole Dec 9–12
Draft Protocol Site Visit Schedule

- St. Johns       Jan 13–16
- Hardee         Jan 21–24
- Calhoun       Jan 27–30
- Sarasota      Feb 3–6
- Volusia       Feb 10–13
- FAMU DRS      Feb 18–19
- A.D. Henderson Feb 18–19
- FSU Schools   Feb 20–21
- P.K. Yonge    Feb 20–21
Bureau changes

- Abigail Letcher last day – April 30
- Sangeetha Wollet – temporarily assigned to assist with Ms. Letcher’s duties
  - PD Evaluation Systems Protocol Site Visits
  - Clinical Educator Training
  - Master Inservice Plan annual approval letters
  - Web assistance
Rule Development Updates

- Workshops in February 2013 for:
  - 6A–5.030, F.A.C., Instructional Personnel & School Administrator Evaluation Systems
  - 6A–0411, F.A.C., Calculations of Student Learning Growth Using Statewide Assessment Data for Use in School Personnel Evaluations

- Rule text and recordings/transcripts available at http://www.fldoe.org/profdev/pa.asp

- Public input/feedback continues: DistrictEvalSystRule@fldoe.org

- Next steps…
Legislative Updates

- Legislature adjourned 5/3/13
- Many bills awaiting signature of Governor
- Department reviewing all approved legislation, preparing technical assistance and legislative review briefings
- Send any burning legislative questions to Eileen.McDaniel@fldoe.org
Legislative Updates

- HB 21 Background Screening for Non-instructional Contractors on School Grounds
- HB 113 Distribution of Materials Harmful to Minors
- HB 801 Certified School Counselors
- SB 284 School Emergencies
- SB 1008 Student Loans
- HB 609 Bullying in the Public School System
- HB 461 Deaf and Hard-of-Hearing Students
- SB 1664 Education
- SB 1076–signed K–20 Education
DISCUSSION / QUESTIONS
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