Update & Initiatives

Florida Association for Staff Development

May 5, 2014

Today's Topics

- Legislative Updates
- Community of Practice
- Clinical Educator Training
- Professional Development System Evaluation Protocol
- Bureau Updates
- Sneak Peak: Pinellas Project
- Professional Development

Legislative Updates

- 2014 Legislature adjourned May 2

- Most bills awaiting Governor's signature

- Department reviewing all approved legislation, preparing technical assistance and legislative review briefings

- Send any burning legislative questions to Eileen.McDaniel@fldoe.org

Legislative Updates

- SB 1642 (HB 7117): School Accountability
  - Simplifies school grade calculation
  - 2014-15 informational baseline
  - Provides additional options for measuring student learning growth for courses not assessed by statewide assessments
- HB 433 (SB 950): Educator Certification
  - Establishes criteria for hiring teachers in D or F schools including Teach for America candidates (with mentoring) and probationary contract teachers with successful teaching experience
  - Additional measures for mastery of general knowledge, including striking use of CLAST scores
  - Additional measures for mastery of subject area knowledge
  - Provides for banking of inservice points earned through training in teaching students with disabilities
  - Permits consortium of charter schools to develop a professional development system
- HB 7031: (HB 1226): Education
  - Adds kindergarten teachers to requirement to participate in continuing education training for identifying and reporting child abuse /neglect

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Community of Practice

- Successful CoPs
  - Launched in Spring 2012
  - Three in 2012-2013
  - Fall 2013 – District showcases of RTTT projects
- May 28, 2014: Lake Mary
  - Florida Interim Assessment Item Bank and Test Platform
  - Florida STEM Teacher Induction/Support Initiative (UF/partner districts)
  - Multiple Measures to Guide Teacher Growth and Development (Pinellas research project)
  - INSPIRE through STEM (Volusia)
  - District/University System for New Teacher Support (Orange/UCF)
  - Florida Turnaround Leaders/Teach for America (Duval)

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Clinical Educator Training

- Continued implementation of revised CET curriculum/materials - 2013-2014

- Materials and videos available on-line at Florida School Leaders website:

  https://www.floridaschoolleaders.org/fslPortal/pdSystems/CETres.aspx

- Train-the-trainer sessions resume Fall 2014

- Paperless Communication: Registration early Fall

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Professional Development System Evaluation Protocol

- Third Cycle completed!
- During 2014-2015:
  - ➤ Review/revise 65 PD Standards
  - ➤ Revise SBE Rule 6A-5.071, FAC
  - ➤ Revise training materials and processes
  - ➤ Train Team/Assistant Leaders
  - ➤ Train reviewers
- Begin Fourth Cycle!

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Staff Updates

- Retention Unit
  - Dr. John Moore, Senior Ed. Program Director
  - Sangeetha Wollet, Program Specialist (new*)
  - Denise Scheidler, Program Specialist
  - Lorenca Claxton, Administrative Secretary (new)
  - Four new additional staff in the coming months to assist with monitoring district performance evaluation and professional development systems
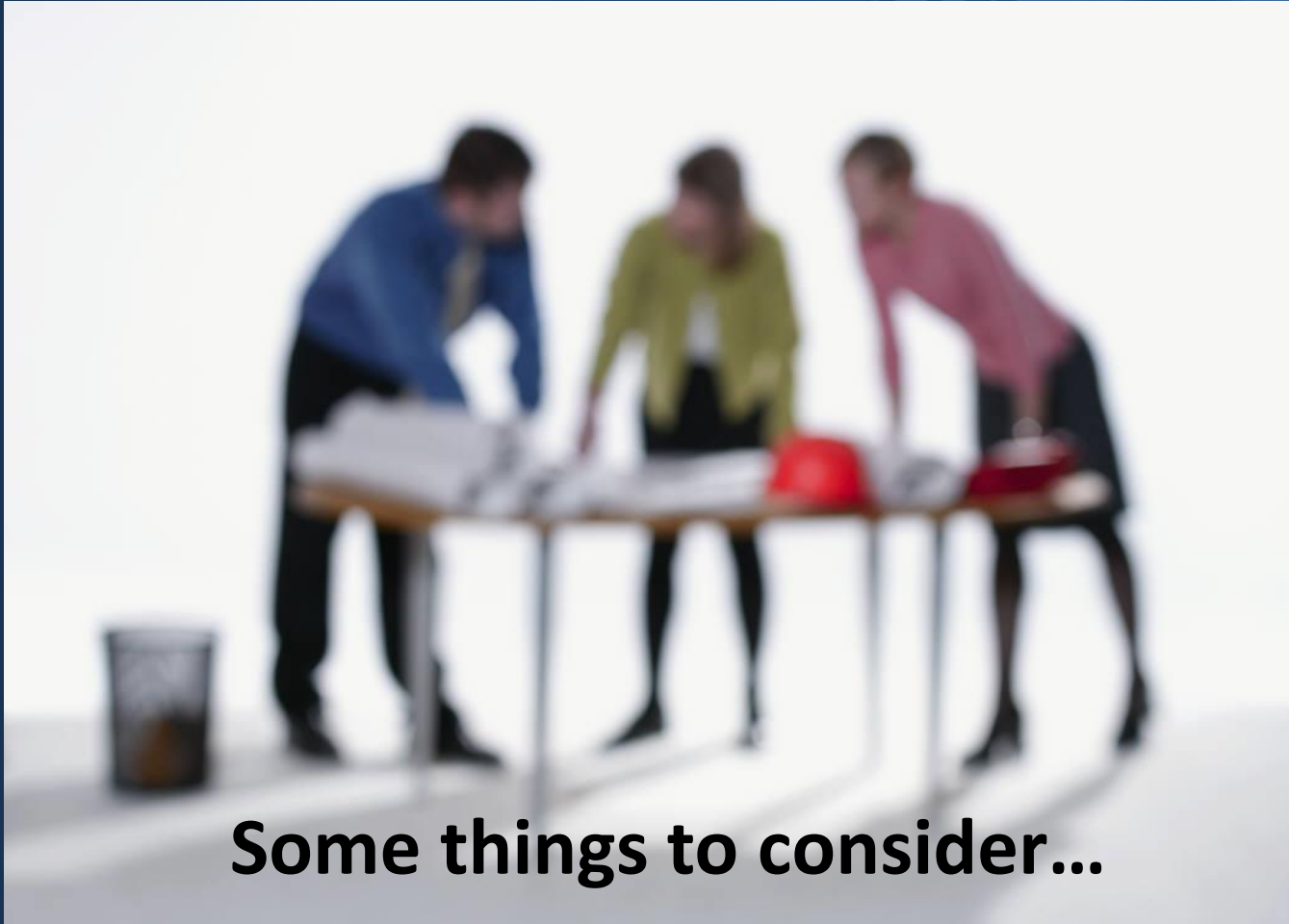
Sneak Peek

Dr. Michael Toth
CEO
Learning Sciences International

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Professional Development

Some things to consider...

Updates

In a systemic change process – stuff keeps happening.

What do you have to do and when do you have to do it?

PD System Redevelopment

- 62 districts have approved new PD policies and practices
- 5 districts have redevelopment work still in progress
- 5 districts have not submitted any substantial changes to the department for review (all non-RTTT)

93% of all LEAs have actual redevelopment underway – FROM WORDS TO DEEDS

Technical Assistance on PD Redevelopment

It is about CONTINUOUS PROGRESS – more change will be needed...whether it's in your words or in your deeds – up to you.

20 TA Supports are posted on FSL website – PD Systems Section

-Illustrative policies and practices

-TA documents from McREL regional workshops

-Coming soon – supports from the Expert Conversations

TIMEFRAME?

- RTTT commitments
Until June 30, 2014
- 1012.98 FS
Waiting
- SBE Rule 6A-5.071
Waiting
- Protocol Standards
During the year ahead

Accountability?

What laws and rules make you do.
That is about compliance!

What you do because it's good for students.
That is about being an educator!!

Professional Growth of the adults – that benefits the students - is the heart of your job.

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Expertise Changes

Carburetor

Fuel Injector

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All these changes ….
What's the right thing to do?

- Our world is changing…physical and social.

- Change is global – and local.

- Some react to these changes by looking back.

- Some react by looking forward.

- These perspectives define the issues people think are important.

- **Leaders that have a positive impact are not relying on the Rear View Mirror.**

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Dual Agendas or DUEL Agendas
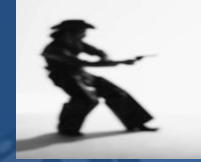
- Those Looking Back Will Resist Change Or Focus On Changing Back To What Was ...And They Can Be Passionate.

- Those Looking Forward Need To Take Actions That Focus The Conversations On Necessary Changes And Lead Changes That Make A Difference.

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Taking Action

What will you do?

And after 4 years……

- 2010-11: Commitments to systemic change
  - Adopted new academic standards
  - Plans for new assessment capabilities
  - Plans for digital infrastructure & LIIS initiated
- 2011-12: Teacher evaluation systems
- 2012-13: School leader evaluation systems
- 2013-14: PD systems redeveloped
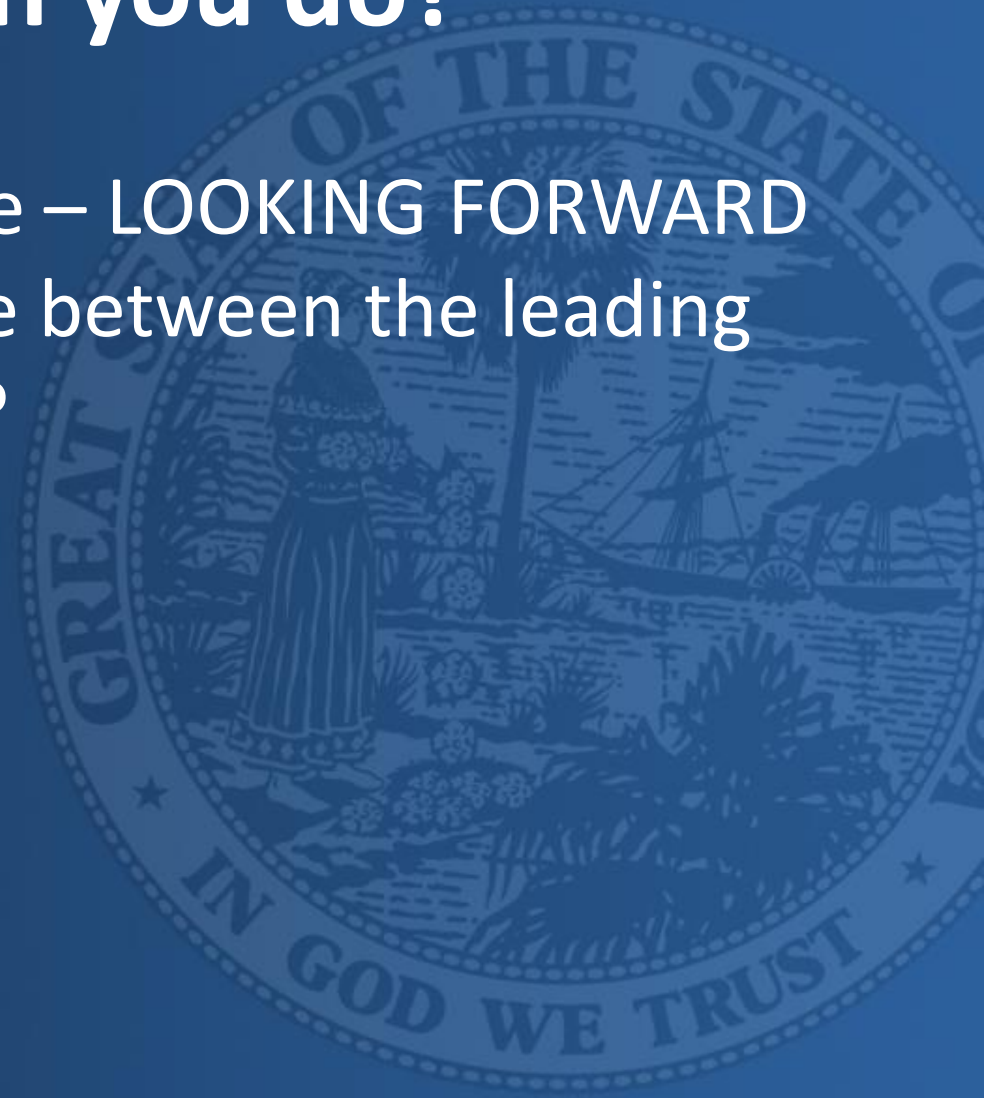- 2014-15: Making it work

Question

If there is something you can do that improves the learning environment of students in your district's schools, will you do it?

Commitment

- If there is something you can do that improves the learning environment of students in your district's schools, will you do it?

- If it's easy to do – will you do it?

- If it's hard to do – will you do it?

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What can you do?

- Be at the leading edge – LOOKING FORWARD
- What is the difference between the leading edge or over the cliff?
- Messaging
- Focusing
- Connecting
- Modernizing

So again….

- If there is something you can do that improves the learning environment of students in your district's schools, will you do it?

These things influence other adults in your district:

- Messaging

- Focusing

- Connecting

- Modernizing

Strictly up to you

Two areas where you can do something that improves the learning environment of students in your district's schools!

PD Tool Kit

Master Inservice Components

PD Tool Kit

Components arrive starting in September

- A way for you to help school-level personnel engage in deliberate practice
- It's about DP done right:
  - Study (the tool kit will provide content)
  - Repetitive practice (those you select will commit)
- We provide a selection of resources
- You pick who is willing to work with one
- You support their sharing what they learn

Master Inservice Components
Looking Forward

Whatever MIP components your school board approves in your district go through you first.

❑ MIP components are intended to enable professional learning that improves job performance.

❑ MIP points are intended to acknowledge professional learning for certificate renewal purposes.

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Current Reality

- MIP for recertification points – highly successful.

- Evidence that these MIP points are for professional learning that is used in the classroom – does not exist.

- Evidence that these MIP points are for professional learning that actually improves student learning – does not exist.

What needs to change?

- Professional learning must change practices on the job – for the better.

- MIP points need to be linked to actual implementation.

- MIP points should be available for the quality work already in progress in the schools.

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What's in progress in 2014-15?

- Collegial learning processes
  - PLCs – learning to use them correctly
  - Lesson studies – done correctly
- Mastering instructional & leadership strategies aligned to evaluation indicators
- Induction Program mentoring
- Instructional coaching
- Literacy standards across the curriculum
- Deliberate Practice/IPDP growth targets
- Teams working with a PD toolkit resource

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Would you?

- If you can craft MIP components that insure MIP points for actually implementing professional learning on the job … would you?

- If those MIP components engage participants in actual implementation – acts that you can evaluate…would you support them?

- If having such MIP components require some work to put them together – will you?

HQMIP

Concurrent Session later today on one way you can add some <u>high quality</u> MIP components to your repertoire.

- Session Focus : looking forward >>>>>
- A template for creating HQMIP
- Coming changes in state data elements you use to code your MIP components

Look Forward

Be thoughtful.

Take Action!

If we succeed – make sure your work was a contributing factor.

If we fail – make sure your inaction was not a contributing cause.

Go forth and do the right thing.

Then repeat.

Contact Information

Eileen L. McDaniel

Chief, Educator Recruitment, Development and Retention

Eileen.McDaniel@fldoe.org

(850) 245-0562

Dr. John Moore

Program Director

John.Moore@fldoe.org

(850) 245-0546

Lorenca Claxton

Administrative Secretary

Lorenca.Claxton@fldoe.org

(850) 245-5029

Sangeetha Wollet

Program Specialist IV

Sangeetha.Wollet@fldoe.org

(850) 245-0559

Denise Scheidler

Program Specialist III

Denise.Scheidler@fldoe.org

(850) 245-0545