



FASD Spring Forum Size-Alike May 5, 2015

Broward - 2
Miami-Dade - 6
Duvall - 3
Hillsborough - 4
Orange - 2
Palm Beach - 6
Pinellas - 3
FDRLS - 6

1. What can FASD do to further assist you?

- Use of Local Experts – Members would like FASD to offer professional learning (PL) for members on the topics of Evaluation and Protocol using experts within our organization. (Ex. - Linda Munger)
- Data to Measure Impact of PL – Members need ideas on what data we already have that might be valuable, other data to be collected, etc. in order to better measure impact.
- How to Create & Maintain PLC's - Many districts are still struggling with implementing and maintaining PLCs.
- Transition to Highly Qualified MIP – Members need a timeline for completion, technical assistance, etc.
- High Quality Models for Larger Districts – Members would like samples/suggestions for roll out of new initiatives (PLCs/Lesson Study/etc.) in larger districts.
- PD Standards Elaboration – Members request a more in-depth Rationale for PLCs as was featured in previous standards, perhaps in rubrics that will be provided.

2. What are some upcoming summer events that you would like to share?

- Duval – Duval will have a Regional Superintendent Retreat that reviews data, goals, accomplishments, gaps, next steps, how to develop principals, and resources for *superintendents to train principals*.
- Orange – CASE conference being offered to address special education issues. Conference is a cross-collaboration of multiple organizations that focus on special education. This training is open to all districts.
- Miami-Dade – Administrators and teachers will attend an 8-day training on standards and calibration of evaluation. Miami-Dade uses the James Strong model for teacher evaluation. Additionally, teachers graduating from local colleges in specific content areas will be trained and placed in lower-performing schools to provide content experts in those schools.
- Palm Beach – Annual Leadership Summit will take place this summer. At this summit, school-based administrators debrief the year's successes and challenges, examine the data, split into levels for collaborative conversations and new learning, and set new goals for next year. TeacherFest is a conference for new teachers hired between January 2015 and August 2015. These teachers are trained in district initiatives, acclimated to the school district, given Educator Support Program details, and participate in

networking opportunities with district department representative and other new teachers.

3. What is the greatest challenge you are facing? What are some possible solutions?

Challenges:

- Miami-Dade – Their size is a challenge and they are experiencing problems related to communication, schools being geographically spread over a large area, very diverse populations of students with very different needs, and political obstacles.
- Orange – Creating a common understanding of the Protocol and new standards and how to allocate resources to best support PL.
- Broward – Administrators cannot be pulled for more than 2 hours for PL. This makes it difficult to roll out new initiatives with fidelity.
- Duval – Problems with capacity and training all administrators with a consistent message.
- Palm Beach – Problems with teacher evaluation inter-rater reliability and consistent message regarding professional learning content and implementation fidelity.
- Hillsborough – Consistent message and plan for what can be offered for ESE 1108 and how to manage the large number of participants needing these trainings.

Solutions:

- Miami-Dade – In an effort to offset these obstacles, the district has restructured principals meetings to include 1 hour for information dissemination and rest of the time is reserved for PL and collaboration. The district has shifted their leadership programming from developing managers to creating instructional leaders.
- Orange – Would like to have some collaboration time with other large districts around these issues.
- Broward – Their district has created Principal cadres/PLCs to discuss issues and engage in PL. They have begun awarding inservice points for webinars and other electronic learning so that principals will be more inclined to view initiative-related content.
- Duval – Their district will be shifting from larger conference formats to smaller learning groups by region. Surveys from principals about what they think, need, and want related to PL revealed the need for this change. They have found that when principals work in smaller groups collaboratively, the survey results are better. They are also offering rich learning experiences using electronic collaboration software.
- Palm Beach – Video demos for administrators to ensure same message to all and can be revisited and viewed over and over. Designing implementation for electronic trainings such as webinars so that these trainings are pointworthy.
- Hillsborough – Content departments need to vet webinars and other online learning opportunities to validate that the message is in alignment with district priorities. Designate previous and current offerings that satisfy 1108 requirements. Deciding which district department(s) will process which offerings will require cross-collaboration between Certification, PD, and ESE.