

FLORIDA ASSOCIATION FOR STAFF DEVELOPMENT

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www.FASDonline.org

PRESIDENT'S MESSAGE

BILL HALL



Dear FASD Members,
What a great Fall Leadership Conference!

Congratulations to conference co-chairs Becky Shermis and Cathy Starling for putting together a program to meet the needs of our membership. Thanks also go to all our committee members, volunteers, and presenters for their important contributions. Please recognize with me the outstanding work of last year's board of directors under the exemplary leadership of President Joyce Menz.

As incoming president, I am very excited and equally humbled and honored to work with our new board as we continue to serve Florida's professional developers to promote FASD's mission to *promote professional growth, leadership and support for those involved in facilitating learning opportunities for the educational community.*

My goals this year include continuing to use our regional directors to communicate FASD events and activities, visiting each region to promote this year's goals and programs, and sharing our NSDC affiliate activities by communicating NSDC's initiatives and priorities. We will also continue to work closely with the Florida Department of Education to ensure you have the most up-to-date information on DOE programs.

Please remember to include our important conference and forum dates into your calendars. Also plan to participate and contribute as we help each other work towards accomplishing NSDC's statement of purpose where *every educator engages in effective professional learning every day so every student achieves.* Best wishes and thank you for all you do to provide quality professional development throughout the state of Florida.

FASD Spring Forum
May 2-5, 2009
Melbourne, Florida

NSDC's purpose is ensuring that every educator engages in effective professional learning every day so every student achieves.

2008 FASDLC: A STAFF DEVELOPMENT ODYSSEY

Notes from The FASD Leadership Conference 2008: A Staff Development Odyssey was a **tremendous success** attended by over **200** conscientious educators from across Florida.

The program evaluations from the participants credited the excellent speakers, high quality presenters, and supportive exhibitors as making the conference the best ever.

With the budget crisis in full gear, having the number of educators attending was a wonderful tribute to FASD's program, the value members receive from networking at the conference, and the collaborative environment at the conference. FASD's mission continues to be promoting professional growth, leadership and support for those involved in facilitating learning opportunities for the educational community.

Please take time to review or download the growing conference resources available at www.fasdonline.com which includes the presenter materials, conference highlights, and interesting photos.

NEWCOMERS

FASD welcomed at least fifteen newcomers to the FASD Fall Leadership Conference. And what a staff development odyssey it was! Jane Meadows and Bill Hall organized the morning breakfast event for the newcomers. The newcomers were amused by incoming President-elect, Bill Hall, who welcomed the newcomers with his usual humorous self. Attending newcomers also received other goodies.



FASD also welcomes new Board members, Belva Free (Region I) with PAEC, Barbara Stafford (Region IV) of Sarasota County and Mary Ann Ahearn (At Large) with FDLRS and Sallie Jenkins (At Large) of Seminole County, and Theresa Vernetson from UF.

BRING A
FRIEND

MARK YOUR CALENDARS

FASD SPRING FORUM

May 2-5, 2009

Melbourne, FL

GREETINGS FROM REGION I

BY BELVA FREE

Fall has arrived and, while Northwest Florida does not boast of Autumn foliage splendor, we do enjoy the world's most beautiful beaches and the evergreen pine forests. Region I includes districts from the western-most Pensacola area, Escambia County, to the eastern-most Perry and Madison areas, Taylor and Madison Counties, respectively. Bay, Franklin, Gulf, Calhoun, Gadsden, Holmes, Jackson, Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton and Washington are also claimed by Region I. This makes up the part of Florida which is referred to as the Panhandle.

In this article, three programs will be highlighted. The Santa Rosa district has received full approval from the Department of Education for their New Principal Preparation Program. Vickie Beagle, Director of Inservice and Instructional Technology for Santa Rosa and an active FASD member, and her staff are to be commended for the outstanding work they have done in this area through collaboration with neighboring districts and university partners. Vickie provided the following information about their leadership program:

The Santa Rosa School District recognizes that quality education in public schools requires excellence in the leadership of individuals assigned to be administrators. Therefore, we are committed to ensure that each school has leaders who are well prepared and can engage others in the continuous improvement process.

The district has maintained a plan for preparing our administrators since 1980 that has provided a clearly defined framework for the Santa Rosa District leadership process. Therefore, we were able to include a large portion of the previous plan as the New Principal Preparation Program was written. The first step in making the transition was the establishment of a district wide committee made up of District staff, principals, and assistant principals from each grade level and area of the district. This committee met numerous times to provide guidance for each of the standards in writing the plan. In addition, we worked with representatives from the University of West Florida and neighboring district representatives to ensure that we had essential pieces covered within the plan.

Mr. Lewis Lynn, Assistant Superintendent, Human Resources was instrumental in coordinating the committee meetings and formulating the plan. His goal was not only to meet the DOE requirements, but also to provide a document that is meaningful for our administrators as well. {End of Vickie's comments}

Additional assistance to districts in the continuous improvement of their principal preparation programs is being provided by the Department of Education in the form of samples of district plans that review teams felt were successfully incorporating the new requirements for these programs. One Region I district which currently appears on the list is Okaloosa County.

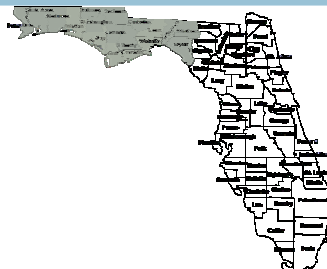
Moving across the panhandle and over to Tallahassee, Theresa Croteau, Director, Staff Development, Leon County, has been resourceful in allocating funding for effective school-based professional development initiatives. Theresa, also an active FASD member and

It is indeed a privilege and honor to represent Region I on the Florida Association for Staff Development Board. I serve as the Director of the FloridaLearns Academy, the professional development arm of PAEC, and have previously served as the Director of Student Services for Jackson County. I look forward to working with the Board and my colleagues across the Panhandle of Florida to ensure enhanced student achievement through the provision of standards-based, high-quality and relevant professional development.

(Continued on page 10)

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Region I

Bay-Calhoun-Escambia-Franklin-
 Gadsden-Gulf-Holmes-Jackson-
 Jefferson-Leon-Liberty-Madison-
 Okaloosa-Santa Rosa-Taylor-
 Wakulla-Walton-Washington

Goal: FASD is committed to professional growth of school-related personnel, the driving force for improving schools to effect significant improvement in school experiences of all students in Florida.

WHAT YOU MISSED!

INTERVIEWED BY CYNTHIA LOTT

Dr. Debra Estes opened the 2008 FASD Leadership Conference with enthusiasm for her topic “Powerful Presentations,” and challenges for the audience.

Cynthia Lott— “What would you like to say to people who could not make it today and still get your message?”

Debra Estes—“I think the most important thing to remember in staff development is that you have got to know the how you are going to have to be experts in the have to know that we can room looks like, no matter

So context is the best setting context at the very son walks in, greeting them see them, getting their person you are connecting.

People will say do You do purposeful things you’re purposeful then that development because just like you do in the classroom. You can’t just jump into learning; you have to set the stage for learning and that is building the context.

Another thing that I didn’t share with my group today was that the late Madeline Hunter is one of my heroes. She said that a lot of people will spend their entire life trying to get to the middle of their comfort zone so they can kick back but real life isn’t until you’re pushing the edge.

And as teachers we need to grow. This makes it so much more fun when we are trying to make a difference. This makes it fun for us, for adults and for kids. The more we get our kids involved in learning the better the learning is going to be for our children and for our adults.”



Dr. Debra Estes

content. You have to know teach. As staff developers we area of setting the context. We change it no matter what the what the physical arrangement. thing I could say. Also, that beginning, when that first per- and telling them how nice it is to name and when you greet that That is setting up the context. fluff. I am totally against fluff. for people to connect and when is when it becomes real staff you’re setting the stage for learn-

Visit <http://www.paec.org/fasd/fasdlc/> for presenters handouts, photos and conference highlights.



WEB
RESOURCING

<http://www.fasdonline.org/>
<http://www.kuglin.com/>
<http://www.estes-group.com/index.html>

WHAT YOU MISSED!

INTERVIEWED BY CYNTHIA LOTT

Dr. John Kuglin, nationally known for his work in educational technology served as our FASD Leadership Conference keynote speaker on Day 2.

Cynthia Lott—”For the members who weren’t here, what would you like to share with them?”

John Kuglin— “I started this conference by saying in some respects it is historic in that traditionally there has been a convergence of technology from all the way back when computers were first coming on the scene and people started to think we might get videos on the computers. Then pretty soon, television started to converge with computers and so Nicholas Negroponte, who used to be the MIT Director, coined the term convergence back in the day when unlike things started to products and services, and see professional development combining with technology to make it without the



John Kuglin

So by being here today it of folks. As I continue to ences, I stir in the staff development piece. That’s why I me to come in because now I of professional development think of this?’. I think it was so pleased that we were able nues for the audience to technology in the future. So element today. Technology is nothing more than tools.

Another point that I wanted to make with the audience is that the very children that we are working with are different today than they were a few years ago. They are multifaceted, they respond to different modalities, they have their cell phones, they are connected. They come into schools and technology is either available, but is restricted, or in the worse cases it is not available at all.

I believe that America’s advantage in the future is innovation. I believe that professional developers who are responsible for teaching teachers how to teach children have to have that vision of what that world is like. That is why I spent time today talking about the flat world and the competitive world with India and China and the rise of the middle class. Some of the things that Nicholas Negroponte talks about are right on target for the big picture and they have to use those pieces and I hope that is what I gave them today. Again, it is not just technology but arming them with some arguments to make when they go back and face their superintendents and ask them did they think about this and do you understand how the world is today.

Professional development I believe is the glue that holds it all together, so technology is nothing more than an enabler.”

come together to form new new frontiers. In a sense, I ment, staff development, as being one. One is not go- other.

was a real eye opener for a lot address technology confer- opment, personal develop- applaud the Board for hiring have a chance to get in front folks and say ‘what do you wildly received today. I am to open up some of the ave- start to explore how to deliver convergence is an important

2008 FASD AWARDS FOR OUTSTANDING STAFF DEVELOPMENT PRACTICES

Many of our school and district professional development initiatives are worthy of recognition for their contributions to high quality staff development and to increasing student achievement in the state of Florida. Since 1981, the Florida Association for Staff Development (FASD) has honored individuals, schools, and districts with this award. Recipients were recognized at the FASD Fall Leadership Conference, September 23, 2008 at the Tradewinds Resort in St. Petersburg Beach.

Title of Staff Development Initiative/ Program

“Multiple Schools Professional Learning Community”

Saturn Elementary, Cambridge Elementary,
Endeavour Elementary; Golfview Elementary;
MILA Elementary

Persons Accepting Award

Michael D. Miller, Principal
Hilah Mercer, Principal
Mecheall Giombetti, Principal
Jackie Feagin, Principal
Dr. Betsy Butler, Principal

District/Region

Brevard/III



Title of Staff Development Initiative/ Program

“Systemic Collaborative Professional Development Impacting Student Achievement”

Sarasota County Schools, Dept of Prof Dev,
and FDLRS Suncoast

Persons Accepting Award

Dr. Pam Houfek, Dir of Prof Dev, School,
Improvement and Teacher Appraisal; Dr. Barbara
Stafford, Supervisor of Prof; Dev, School
Improvement and Teacher, Appraisal; FDLRS
Suncoast Project Administrator

District/Region

Sarasota IV

*Vision: FASD will promote professional growth,
leadership and support for those involved in facilitating learning opportunities for the educational community.*

STAFF DEVELOPMENT AWARD WINNERS

Title of Staff Development Initiative/ Program
 “The Deliberate Curriculum”

Persons Accepting Award
 Scott Neil, Principal
 Lakewood Park Elementary

District/Region
 St. Lucie
 III



Title of Staff Development Initiative/ Program
 Early Birds Get the Word!
 Bonneville Elementary

Persons Accepting Award
 Dr. Kimberly Bias, Principal
 Amy Klaber, CRT
 Sallie King, Reading Coach

District/Region
 Orange/III

Title of Staff Development Initiative/ Program
 “Data Driven Instruction” through Action Research
 Glenridge Middle School

Persons Accepting Award
 Michele Erickson, Principal
 Judy Lister, CRT IB Coordinator
 Heather McGregor
 Eileen Costello

District/Region
 Orange/III



Debra Elliott, chair, and Clyde Spurring and Joyce Menz were co-chairs of the Awards Committee.

2008 FASD FALL FORUM

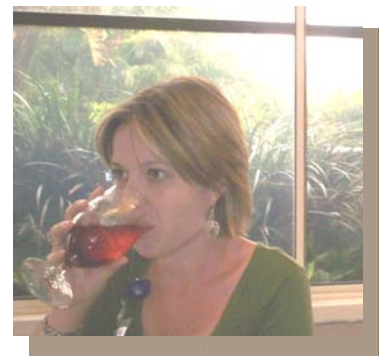


President Joyce Menz, Nassau County , and keynote presenter, Dr. Debra Estes chat during a break in the first General Session.

Members listening intently to a key note speaker.



Sharing....Networking....



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A STAFF DEVELOPMENT ODYSSEY



Co-Chairs Becky Shermis and Cathy Starling share a laugh at the podium!



NA-NOO, NA-NOO—FASD faithful board members help out at the registration table.



Goal: FASD is committed to professional growth of school-related personnel, the driving force for improving schools to effect significant improvement in school experiences of all students in Florida.

REGION I

(Continued from page 3)

leader, describes their innovative program below:

The Leon County Staff Development Department has allocated \$10,500 for each school to plan, design, implement and evaluate effective school based professional development initiatives. The funding comes from the Title II-A federal entitlement.

To be eligible for funding, schools must submit plans which address:

- ◆ Specific student learning outcomes to be improved
- ◆ Data sources used to identify targeted student learning outcomes, and
- ◆ Research based instructional strategies or practices teachers need to know and be able to use to improve performance in the targeted student learning outcome
- ◆ Professional learning activities (adult learning) planned for teachers to learn and be able to use the strategies.

The mini-grant packet contained support material listing the professional learning best practices for this section and included: workshops which included demonstration and practice; planned practice with students; opportunities to reflect on instructional practices; observation in model classrooms; peer coaching and feedback; learning communities; web based resources for follow up and continued learning; lesson study; action research; and Response to Intervention Learning Communities.

- ◆ A plan for monitoring that teachers use what they have learned with students
- ◆ A plan for regular monitoring of how this initiative is impacting student learning

This initiative is an extension of the department's multi-year objective of reforming professional development. {End of Theresa's comments}

In addition to the awesome work that is being done by Leon and Santa Rosa districts, the Panhandle Area Educational Consortium (PAEC) staff is very excited about the 2008-2009 Tuesday Teacher Training (TTT) Series, *Learning in Safe Schools*. Ethics, bullying, security, gangs and student health are important issues facing educators today and therefore, the topic titles for this year are:

- Ensuring Safe Schools through Ethical Conduct of Teachers
- Bullies, Victims and Bystanders
- Providing a Physically and Psychologically Secure School
- Gang Awareness, Prevention and School Response

Healthy Students: The Key to Optimal Learning

The PAEC Florida Education channel (FEC) will broadcast each program after school (2 PM and 3 PM Central Time) on a designated Tuesday so that teachers may watch from their classrooms or gather as a faculty group to view the programming and use the content as the basis for a professional learning community activity. DVDs are also available, after initial broadcast dates, through the PAEC Clearinghouse. A ten-hour online course, available at a minimal cost through PAEC's FloridaLearns Academy, accompanies each Tuesday Teacher Training broadcast. To register, visit www.paec.org and go to the ePDC tab. Registration is easy and instructions are provided. The broadcast dates for the 08-09 year are September 30, 2008, October 28, 2008, January 27, 2009, February 24, 2009 and April 28, 2009. PAEC is a consortium which provides professional development programming via face-to-face, distance learning and 24/7 educational broadcast, to its fourteen member districts and to educators across the state of Florida and nationwide.

FDLRS and FASD....A Winning Combination!

MARY ANN AHEARN

The Florida Diagnostic and Learning Resources System (FDLRS) provides support services to individuals working with students with disabilities or those who provide services in exceptional student education programs throughout the state. From a District Administrator or the General Education Teacher who has a student with special needs in his/her classroom to an ESE Teacher who is serving the needs of multiple students, or parents of children with disabilities and agency personnel who serve them, FDLRS is there to provide ongoing support.

FDLRS is comprised of four functions: Human Resource Development (HRD), Child Find, Technology and Parent Services. Working in collaboration with the Bureau of Exceptional Education and Student Services, the 19 FDLRS Associate Centers (www.fdlrs.org) work to provide a variety of programs and services to many stakeholders including, but not be limited to:

Assisting in the location, identification, evaluation and initiation of appropriate education or other needed services to all children and youth, birth through 21 years of age who have or are at risk of developing special or unique needs and are not enrolled in public school.

Planning collaboratively with school districts, exceptional student education departments, staff development offices and other professional development entities to provide information, professional development, and technical assistance and follow up about effective instructional strategies and service delivery models for the education of children and youth who are exceptional or have unique needs.

Assisting districts and families who have children who are exceptional or have special or unique needs to develop effective partnerships allowing shared responsibility to improve the education of all children and youth.

Assisting and supporting district professional staff and families of students who are exceptional or have special or unique needs in the appropriate use of assistive technology, assistive technology related services, universal design principles, and technology that enhances learning and communication.

Professional Development provided through FDLRS ranges from Differentiated Instruction, Behavior/Classroom Management, ESE Policies and Procedures, Instructional Practices, and Transition, to statewide distance learning programs such as the Elementary K-6 (<http://fdlrshrd.nefec.org/elemk6>) and the Middle Grades Integrated Curriculum (<http://fdlrshrd.nefec.org/ic>) Online Content Review Modules and the Professional Development Alternatives for Exceptional Student Educators (www.pda-ese.org) program which provides 8 comprehensive hybrid online modules facilitated by expert personnel.

For the past several years, FDLRS personnel have been providing ongoing technical assistance at our FASD Leadership Conference. From making presentations to facilitating concurrent sessions, FDLRS personnel are always willing to lend a hand or share their expertise. Their support is greatly appreciated by FASD and we look forward to continued collaboration throughout the years to come. If you have any questions or to locate the FDLRS Center serving your district, please go to www.fdlrs.org or email ahearnm@nefec.org.

FDLRS HRD Statewide Function Meeting @ FASD LC



**FLORIDA ASSOCIATION FOR STAFF DEVELOPMENT
FASD Officers and Board Members 2008—2009**



Officers

President	Bill Hall	Brevard
Immediate Past President	Joyce Menz	Nassau
President Elect	Debra Elliott	Heartland Ed.
Secretary	Vicki Crisp	NEFEC
Treasurer	Cathy Starling	Beacon Educator, Bay

Board of Directors

Belva Free (Region I)	PAEC	Stacey Christophel (At Large)	FDLRS
Clyde Sperring (Region II)	FDLRS	Sallie Jenkins (At Large)	Seminole County
Maria Dempsey (Region III)	Orange County	Cynthia Lott (At Large) Editor	Lee County
Barbara Stafford (Region IV)	Sarasota County	Linda Diaz (At Large)	Monroe County
Becky Shermis (Region V)	Kaplan University	Rosa Harvey-Pratt (At Large)	Miami-Dade Cnty
Mary Ann Ahearn (At Large)	FDLRS	Theresa Vernetson (At Large)	Univ. of Florida

FDOE Representative

Kathy Hebda Florida Department of Education

Leadership Conference Co-Chairs

Becky Shermis Becky Shermis (Region V Director)
Cathy Starling Beacon Educator, Bay

Executive Director

Debbie Cooke (non-board member) wpglconsulting@comcast.net

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Region IV: Barbara Stafford barara_stafford@sarasota.k12.fl.us

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Charlotte-DeSoto-Glades-Hardee-Hernando-Highlands-

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