



FASD LC a huge success!



FASD Board of Directors and Officers Rev it Up outside the Tradewinds Hotel in St. Pete.

A message from your President

Dear FASD members,
Welcome to a new and exciting year for the Florida Association of Staff Development.

For those of you who attended the FASD Leadership Conference, you know that FASD members went “hog wild” over the conference theme of **“Live to Learn: Rev Up Your PD”**. Our theme for the conference

mirrored the special interest and outstanding leadership of President, Bill Hall, providing learning that was engaging and fun.

A big “thank you” is extended to Bill, the FASDLC Co-Chairs, Becky Shermis and Cathy Starling and all of the members and volunteers of the Planning

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The Bikers' Farewell

*Cathy Starling and Becky Shermis
FASDLC Co-Chairs*

The roar of the motorcycle is fading, the oil has settled, and the tattoos have worn off. WOW! What a great learning adventure we experienced at the Tradewinds Hotel for the 2009 edition of the FASD Leadership Conference. A big thank you goes to over 200 FASD members who were actively involved in the Conference. It would not have been the same without you. Another big thank you goes to the FASD Planning Committee and Board members who worked tirelessly to “Rev’ Up the PD” engines.

Ann Delehant added a real spark to the conference, as she shared Lesson Studies that make Professional Learning Communities work, Kate Kemker moodled us with technology and John *continued on page 8*

FASD BOARD OF DIRECTORS & OFFICERS 2009



Officers		Board Of Directors-Regional	
President	Debra Elliott	Belva Free (Region I)	Carol Milton (Region II)
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Theresa Vernetson			

FASD, Part of a Bigger Picture

Debbie Cooke, Executive Director FASD

The Florida Association for Staff Development (FASD) exists in our state as the premier professional learning organization for ensuring high quality professional development among educators across the state. Our mission is to promote professional growth, leadership, and support for those who facilitate learning opportunities for the educational community. We have four stated goals identified to support this vision. Those include:

- Demonstrating, modeling, and promoting state-of-the-art professional development for educational reform;
- Promoting collaboration and networking for relationships among groups seeking to meet the needs of Florida students;
- Facilitating a network for all professional growth opportunities and resources for improving schools;
- Promoting significant and ongoing study and conversations about the quality of professional development in schools to improve the learning opportunities and learning success of all students and staff.

Our activities, alliances, conferences, publications, and regional network opportunities are

designed around content to further the attainment of our goals, and the fulfillment of our mission.



We do not exist in a vacuum, however, and are an affiliate of the National Staff Development Council (NSDC). NSDC exists to ensure that “every educator engages in professional learning everyday so every student achieves.” Living with this as its purpose has caused the organization to rethink how it thinks, acts, and assesses its own effectiveness.

Karla Ritchie, 6th Grade Teacher and Literacy Team Chair

MOCHA Mondays: Motivating Others to Collaborate towards Higher Achievement for all

District/School: Brevard, Suntree Elementary

Principal: Lisa Larkin

Superintendent: Dr. Brian T. Binggeli

The MOCHA Monday initiative was developed as a result of student performance concerns in the areas of reading and writing. These issues were addressed through informal monthly sessions, called MOCHA Mondays and at weekly faculty meetings called Best Practice Tuesdays.

In her application, Karla stated that the most significant effect of the MOCHA Monday Professional Development was the fact that it was entirely voluntary. Teachers gained information

through current research-based materials, instantly communicated/collaborated with peers, and immediately were able to implement what was learned in their classrooms. The training and learning communities also provided teachers with the means to meet the requirements of their IPDP as they completed their action research plans.



Congratulations to Karla Ritchie, Principal Lisa Larkin and Superintendent Binggeli.

A message from your President continued from page 1

Committees for offering a variety of professional learning.

I am honored and humbled to serve as president of FASD, and I look forward to a year of sustained and enhanced opportunities for networking and improving professional development in our state. My goals include: continuing to provide services based on the needs of our membership; revising the FASD Strategic Plan to align with NSDC priorities and initiatives; assisting FLDOE and the Protocol Revision Advisory Group (RAG); and advocating for NSDC’s new definition of professional development.

It’s not too early to mark your calendars for the Spring Forum, which will be held in Melbourne at the Crowne Plaza on April 19 and 20. It is anticipated that the Third Cycle revision of the Protocol Standards will be completed and elaboration and rationale for the changes will be presented during the conference. If you haven’t done so, please offer your suggestions for the Protocol Standards on the website: www.esdi.cc click on Projects/Florida Staff Development to find the draft plus a response form. These standards will serve as our guiding parameters for several years to come, so your input and feedback is important.

I encourage and invite each of our members to join the National Staff Development Council so that you, too, can enjoy the rich resources and services of our national organization. You can join online by accessing the NSDC website: www.nsd.org and don’t forget the NSDC 41st Annual Conference, “The Gateway to Learning” in St. Louis, December 5-9.

It promises to be an exciting year for FASD members. Thank you for your continued support in leading the state in high quality professional development.

Sincerely,

Debra Elliott, President



“Biker Chick “Debra Elliott.

Traci Wilke, Elementary School Principal



Congratulations to Traci Wilke, Principal and Michael J. Lannon, Superintendent.

The purpose of the program, Designing Challenging and Engaging Work for ALL learners, with an emphasis on **ALL**, was to provide teachers ample time to design engaging and challenging units of study focusing on difficult to teach concepts. Teachers formed professional

Designing Challenging and Engaging Work for ALL Learners

2009 Award



Winner

District/School: St. Lucie County, Windmill Point Elementary
Superintendent: Michael J. Lannon

learning communities by grade level to study how to effectively teach concepts identified as difficult to learn and teach. Differentiated lessons were collaboratively designed, implemented and re-designed.

Traci reported that significant changes in teacher practice have resulted and that embedding the critical elements to insure student

engagement became a habit. The level of collegiality within learning community groups increased dramatically and teachers were empowered by developing learning experiences that allowed them to dig deep into a concept and to teach for mastery.

Theresa (Terry) Lee, Elementary School Principal

TEAMS: Training Effectively and Meeting Standards

District/School: Brevard, Enterprise Elementary
 Superintendent: Dr. Brian T. Binggeli

TEAMS was implemented to strengthen the Enterprise Elementary Professional Learning Communities' understanding of and commitment to an action research cycle of assess/analyze/plan, implement and reflect.

According to Terry Lee, the most important change in teacher practice that the TEAMS initiative created was a paradigm shift in the teacher's role and responsibility in meeting the needs of our students. Terry also stated that these beliefs were evident in Enterprise being named on of the 25 Glasser Quality Schools worldwide and in their membership in All

Things PLC, a national program devoted to enhancing student progress through sharing expert practices among educators. Also, this year marked their charter year as a member of the National Honor Society for Elementary Students.



Congratulations to Terry Lee, Principal and Dr. Brian T. Binggeli, Superintendent.

Executive Director continued from page 2

With the adoption of this as its purpose in 2007, the organization determined five strategic priorities around which to focus their work. They include advancing effective policies at the national, state and local levels; examining evidence that professional learning is indeed impacting educators and students; committing to narrowing the achievement gap that exists between low-performing students and their counterparts; creating opportunities for developing school leaders who focus on professional learning as a essential element for school reform; and engaging key thought leaders in conversations and actions that assist our organization in advancing its purpose.

There are several philosophical underpinnings behind this purpose and the strategic priorities. One primary belief is that when educators collaborate and learn together they are able to solve most complex issues facing today's schools. Thus we see, at the national, state and local levels, structures such as professional learning communities being implemented. In addition, the most remarkable professional learning occurs when it begins with ambitious learning goals for teachers and students. This belief results in a push for rigorous content standards for all populations of students. A related belief, that diversity of experiences, perspectives and

backgrounds enrich and strengthen learning of educators and students, is supported by a focus on examining gaps in achievement among students and designing unique systems of support for targeted groups. Fundamental to any improvement effort are leaders who are charged with building capacity for this work, and providing the structures of support needed at the school level to accomplish the learning goals. Publications such as "Teachers Teaching Teachers", "The Learning Principal," and "The Learning System" are designed to offer strategies to these essential learning leaders. Finally, NSDC believes that student learning increases when educators have the opportunity to

REGION I NEWS- BELVA FREE, REGIONAL DIRECTOR

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

Fresh from the 2009 Florida Association for Staff Development Leadership Conference, it is an exciting time for professional developers. I want to thank those from Region I who attended the conference and participated in the Regional Breakout meeting.

During the past year, outgoing President Bill Hall carried out his goal of visiting regions by coming all the way up to the Northwest Florida panhandle to meet with Region I professional development directors as well as district curriculum and instruction leaders. We were very impressed with his level of commitment and willingness to listen to the concerns and suggestions that were shared during this meeting. Region I would like to congratulate Bill on the great job he did as the leader of FASD and wish him well as he relinquishes the "hammer" to incoming president Dr. Debra Elliott. Congratulations to Deb. We look forward to your leadership and fresh perspectives.

As Region I plans for a year of collaboration within the district, we also are looking forward to

implementation of the revised protocol standards.

We are appreciative of the opportunity for input provided to Connie President, Systems she, along Killion, Director, the revision forward. It thoughtful journey and continue as districts are visited for the purpose of "trying out" the new and modified standards. As a member of the Revision Advisory Group, I have acquired a deeper understanding of the evidence-based research upon which the protocol standards are founded and am convinced that Florida's professional development protocol system really does set the mark for other states.



us by Dr. Bergquist, Evaluations Design, Inc. as with Dr. Joellen Deputy NSDC, move process has been a very and deliberative refinement will the "field test"

REGION IV NEWS-BARBARA STAFFORD, REGIONAL DIRECTOR

(Charlotte-DeSoto-Glades-Hardee-Hernando-Highlands-Hillsborough-Lee-Manatee-Pasco-Pinellas-Polk-Sarasota)



As the facilitator for Region IV, I can tell you forty-five

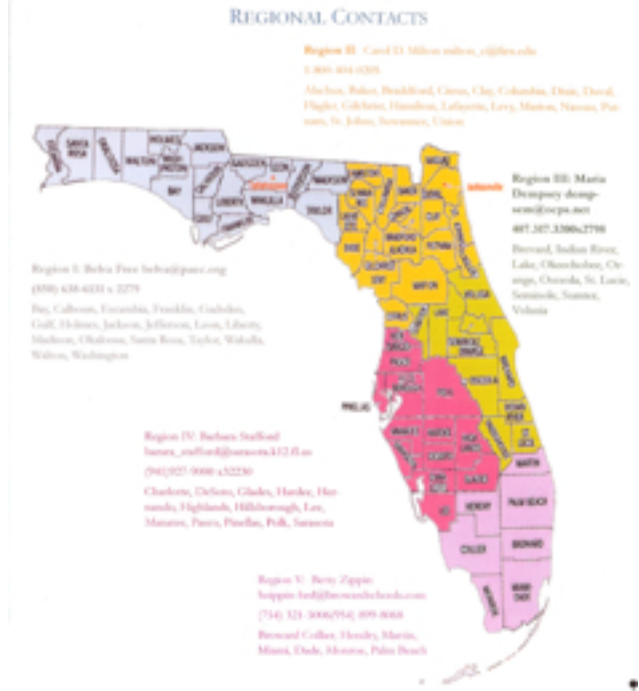
Executive Director continued from page 4

reflect on their own learning and its impact on student progress. This belief has resulted in efforts that encourage examination of evidence, time for reflection, and structures for reflecting on practice.

As members of FASD, and affiliates of NSDC, our moral imperative should be to examine our own work, and our collaboration with those within our spheres of personal influence to determine what we are doing on a daily basis that aligns with the mission of our state's professional organization and the purpose of our national organization. We should commit to doing our part to further the purpose of these two organizations so that "every educator engages in professional learning everyday so every student achieves".

minutes were not enough for the engaged participants to share their thoughts about FASDLC. Even though there were times when people felt overwhelmed by all the new information shared with them, the Region IV participants wanted more. We have agreed to meet a minimum of twice a year and hope to meet at a site to first help develop relationships and trust among the group members, and then maybe try a virtual

meeting, too. We walked away from the conference committed to an action plan for all of us to take back to our districts. We plan to keep the spirit created at the conference "alive" by staying connected and sharing the skills and knowledge we gained on our ride as we lived to learn and revved up our professional development.



of connecting through email to gather information and share resources among the group.

FASDLC Positives: Technology sessions, applicable break-out sessions, needs of participants considered, repeated opportunities for participation in sessions, posting resources on website, timing of sessions, well-spaced, exhibitors; sharing time with other professionals.

FASDLC Areas for Improvement – Provide more hands-on lab opportunities on both days; model good examples of online professional development.

Participants liked the idea of possibly incorporating 10 minute presentations in the vendor hall for future conferences.

Participants indicated that the measure of success for their commitment to take information back to their districts and schools will be based on:

- Teachers using resources shared
- Utilizing websites
- Including resources in lesson plans
- Sharing information with others

In response to the question regarding what FASD could provide for follow-up and support, the following ideas were suggested:

- More professional development in taking face-to-face content and converting to an online format (similar to FLVS PD)
- More virtual labs and practical hands-on sessions with in-depth information on one topic
- Aligning professional development with Differentiated Accountability rubrics for selected schools

Around the State

The Regional Break-out Sessions at FASDLC focused on issues related to the following:

- Community (Building Relationships)
- Content (Conference Reflection)
- Commitment (Action Item and Accountability)
- Collaboration (Follow Up Ideas)

REGION I-see article on page 5

Belva Free, Regional Director
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REGION II

Carol Milton, Regional Director
milton_c@popmail.firn.edu

“Region 2 Rocks!”

The region members discussed ways to network with each other in the region. The suggestion of a Wikispaces for each region that was directly linked to the FASD website was of great interest. Other possibilities included a regional meeting for a focused topic such as presentation on the new Staff Development Protocol standards, and the possibility

REGION III

Debbie Iseman, Regional Director
isemand@stlucie.k12.fl.us

Region III members were excited about getting an opportunity to come together at the conference and debrief. Having the regional meeting early on the last morning caused participation to be high. During our time together, the Region III participants

decided that we would like to get together a few times a year for both face-to-face and virtual meetings to discuss issues that are important to us. Region III found this year's conference to be very worthwhile and productive. One aspect of this year's conference that was exceptional was the Action Labs. This year's technology lab was especially popular and some participants got up at 5:00 am to reserve a seat. It was also suggested that when having technology sessions that the sessions be differentiated for the varied levels of participants. Another positive aspect was the ninety minute sessions perfect for adult learning. We loved the interactive approach where participants were active learners versus passive listeners. Great modeling by our presenters! Suggestions for improvement were that the FASD Conference Program needed to be more descriptive as it pertained to the targeted audience. What will we do with what we learned? Some districts were going to begin to implement Lesson Study with teachers who are ready. It was agreed by most that we can use the protocols Ann provided to give more

structure to the PLCs we currently have going on in our districts. Others felt it was important to share the draft protocol standards for professional development with others in our districts, to see how the standards have changed and what this means for our future work. What follow up from FASD do we need and want? Our participants asked for a listing of contacts from each district. Our region also wanted regular updates on information pertaining to Race to the Top and the academies they are developing. We also liked the idea of having an FASD Wiki so that we can share information. The session concluded by recognizing and thanking Maria Dempsey for her leadership over the years. We are looking forward to holding meetings similar to the ones that Maria hosted and facilitated when she was the regional director.

REGION IV-see article page 5

Barbara Stafford, Region Director
barbara_stafford@sarasota.k12.fl.us

REGION V

Bette H. Zippin, Regional Director
bzippin-brd@browardschools.com

REGION V is ALIVE!

Members present:

- Monroe: Linda Diaz
- Higher Ed: Peggy Petersen
- Collier: Shari Huene-Johnson
- Hendry: Shirley Sprouse
- Broward: Kitt Kelleher, Rhonda Bachmann, Vanessa Williams
- Palm Beach: Julie Drewes

Community: We need to reach out to other groups:

- Principals & APs
- Guidance Counselors
- Curriculum Specialists
- RtI Coaches

Each district will submit names & email addresses of key “pd players” to Bette to be invited to functions.

What value does this organization bring to professional developers? FASD provides information that can be disseminated to members. Tools and Methods of disseminating information:

- FASD Wiki: to provide materials and tools and sharing of info

We liked the diversity of the program, interaction & practical use of tools, and keynote speakers

- Ann Delehant-PLC was a great activity
- Nikolai Vitti, Kate Kemker and Kathy Hebda-State information

Things we would change at future FASDLC:

- More hands on sessions
- Focus on 1 or 2 tools in depth
- Acknowledge levels of proficiency
- Regional meeting needs more time to meet

FASD Survey...coming soon!

The Bikers' Farewell
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Kuglin virtually shared from the east coast. Then, Kathy Hebda shared vital information about Race to the Top, Vroom Vroom. CONGRATULATIONS go to Kathy as she is the new Deputy Chancellor for Educator Quality. Connie Bergquist and Henry Pollock sparked the discussion for the latest and greatest of the revision of the Protocol Standards.

Another great event was facilitated by the Regional Directors in the regional networking sessions. The Concurrent Sessions and Actions Lab were well received and the presenters really kept the dust stirred up! We appreciate the valuable contributions of these presenters. We must thank the event sponsors and exhibitors who



Co-Chairs-Becky Shermis and Cathy Starling with Past President Bill Hall

provided critical funding to help FASD cover the costs of this event. Kudos!



Keynote Speaker:
Ann Delehant



Keynote Speaker:
Kate Kemker

Keynote Speaker:
Kathy Hebda



Calendar

November 6-7, 2009
FASD Board Meeting,
Orlando

January 22-23., 2010
FASD Board Meeting,
Orlando

April 16-18, 2010
FASD Board Meeting,
Melbourne

April 19-20, 2010
SPRING FORUM
Crown Plaza, Melbourne

June 17, 2010
FASD Board Meeting-
virtual

September 18-19, 2010
FASD Board Meeting, St.
Petersburg

September 20-22, 2010
FASD LC
Tradewinds, St. Pete

FASD Newsletter is published four times each year and posted to the FASD website at www.FASDonline.org

Bette H. Zippin, editor

HIGHLIGHTS OF FASD LEADERSHIP CONFERENCE-SEPTEMBER, 2009

