

FLORIDA ASSOCIATION FOR STAFF DEVELOPMENT

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www.FASDonline.org

PRESIDENT'S MESSAGE

JOYCE MENZ



Dear FASD members:

The summers seem to grow shorter every year, with the increasing number of tasks needing to be accomplished as we close out one school year and begin another one almost simultaneously! I hope that you each were able to enjoy some relaxing time off so that you could “re-charge” for the new school year.

I am sure that your district and schools are like mine in that much of the summer has been devoted to identifying priorities while figuring out how to do more with less! At our most recent meeting of principals and district staff, our superintendent shared a video called “212- The Extra Degree”, and if you are familiar with it – take a moment and reflect on its points. If you are not, then I would like to pass it on to you. Visit www.212movie.com, by simpletruths.com. Some key points and examples, in my own words after my reflection, are these:

Extra effort often brings about an exponential difference in results.

Water is very hot at 211 degrees; but if you increase that temperature just one de-

gree and water boils, it creates steam which in turn, can then power a locomotive!

The average time difference between first and second place in the past 10 years at the Indy 500 was 1.54 seconds. Again, small difference; big result.

The short video clip is well worth watching because it reminds us that when we “turn up the heat” on our focus and our efforts, we will reap rewards. As we struggle in public education with the current serious economic and funding concerns, this video reminded me that the one thing funding and economics can’t take away is my level of effort. It also reminded me that our human resources and capacities are what we still must rely on the most to serve the teachers and students in our schools and communities.

So, take a deep breath, make time to re-charge yourself so that you can “keep on keeping on” and understand that you, individual by individual, are what make the greatest differences in our truly remarkable system of public education.

Best wishes for a successful school year!

Sincerely,

Joyce Menz

2008 FASD Leadership Conference
September 22-24, 2008
Clearwater, Florida



SAVE THE DATE

**Look what is coming for the
FASD Fall Leadership Conference!**

Highlights will include how to incorporate state-of-the-art technology in staff development delivery to meet the needs of the 21st Century student and identify low cost technology delivery tools to address budgetary impacts

***2008: A Staff Development Odyssey
Delivery * Support * Leadership
THE FUTURE IS NOW!***

**FASD Fall Leadership Conference
Florida Association for Staff Development
September 22-24, 2008
St. Petersburg Beach, FL**

**Watch for fall conference updates on our website
www.fasdonline.org**

FASDLC 2008: A Staff Development Odyssey

Delivery * Support * Leadership THE FUTURE IS NOW!

CONFERENCE AGENDA

MONDAY, SEPTEMBER 22, 2008

7:30am-1:00pm	Registration Open
7:30am-5:30pm	Exhibitors' Hall Open
7:30am-9:00am	Continental Breakfast in Exhibitors' Hall
8:00am-8:30am	New Members' Orientation
8:30am – 9:00am	Welcome & Introductions
8:30am-11:00am	General Session I <i>"Powerful Presentation Strategies"</i> Presenter: Dr. Debbie Estes
11:00am-11:15am	Exhibitors' Time/Break
11:15am-11:45am	DOE Update – Kathy Hebda, Bureau Chief of Educator Recruitment, Development, & Retention
11:45am-12:00pm	Exhibitors' Time/Break
12:00pm-12:45pm	Lunch
12:45pm-1:00pm	Exhibitors' Time/Break
1:00pm-2:30pm	Concurrent Sessions B1 – Powerful Presentation Strategies Part II, Debbie Estes B2 – Response to Intervention (RTI) S1 – Hands-On Technology Lab to Support PD S2 – Principal Leadership Academy S3 – Technology Tools to Monitor PD Needs S4 – Broward New Educator Support System S5 – Elluminate – An Internet Delivery System
2:30pm-2:45pm	Exhibitors' Time/Break
2:45pm-4:15pm	Concurrent Sessions B1 – Powerful Presentation Strategies Part II, Debbie Estes B2 – Response to Intervention (RTI) S1 – Hands-On Technology Lab to Support PD S2 – Principal Leadership Academy S3 – FL SUMS- Students Using Mathematics Skillfully K-5 S-4 – Broward New Educator Support System S-5 – Elluminate – An Internet Delivery System
4:15pm-5:30pm	Exhibitors' Reception

FASDLC 2008: A Staff Development Odyssey

TUESDAY, SEPTEMBER 23, 2008

7:30am-1:00pm	Registration Open
7:30am-8:00am	Continental Breakfast in Exhibitors' Hall
7:30am –5:00pm	Exhibit Hall Open
8:00am-9:00am	FASD Business Meeting <i>All registered conference participants are members of FASD.</i>
9:00am-10:15am	General Session II <i>“Using State of the Art Deliveries and Follow-Up for Professional Development”</i> Presenter: John Kuglin
10:15am-10:30am	Exhibitors' Time/Break
10:30am-11:45am	Concurrent Sessions B1 – Using State of the Art Deliveries and Follow-Up for Professional Development – Part II, John Kuglin B2 – William Cecil Golden Leadership S1 – Using iPods for PD and Instruction S2 – Technology Tools to Monitor PD Needs S3 – FL SUMS- Students Using Mathematics Skillfully K-5
11:45am-12:00pm	Exhibitors' Time/Break
12:00pm-1:00pm	Awards Luncheon & Recognitions
1:00pm-1:15pm	Exhibitors' Time/Break
1:15pm-2:45pm	Concurrent Sessions B1 – Differentiating Reading Instruction B2 – Math Standards Update and Support Initiatives (Promise) S1 – Using iPods for PD and Instruction S2 – Adobe Connect – An Internet Delivery System S3 – Sterling Process S4 –UWF School Leadership Redesign & FAU/Broward Leadership Project
2:45pm-3:00pm	Exhibitors' Time/Break
3:00pm-4:30pm	Concurrent Sessions B1 – Differentiating Reading Instruction B2 – Math Standards Update and Support Initiatives (Promise) S1 – Using iPods for PD and Instruction S2 – Adobe Connect – An Internet Delivery System S3 – Sterling Process S4 – UWF School Leadership Redesign & FAU/Broward Leadership Project
4:30pm-5:00pm	Exhibitors' Time/Break

Delivery * Support * Leadership

THE FUTURE IS NOW!

WEDNESDAY, SEPTEMBER 24, 2008

7:30am-10:00am	Registration Open
8:15am-9:00am	Breakfast to Honor Incoming President <i>* For all conference participants</i>
9:00am-9:15am	Break
9:15am-11:15am	Special Focus Sessions B1 – PD Technology Tools for the Budget Minded B2 - National Board for Professional Teaching Standards (NBPTS) Panel with DOE and Spotlighted Districts S1 – Alternative Certification Focus Group
11:15am-11:30am	Break
11:30am-12:00pm	Conference Raffle & Closing
12:00pm-12:45pm	FASDLC Planning Committee Debriefing & First Board Meeting with
12:45pm-1:30pm	Lunch on your own
1:30pm-5:30pm	FDLRS HRD Meeting
1:30pm-5:00pm	Alternative Certification Group

2008 FASD LEADERSHIP CONFERENCE - September 22-24, 2008

Register Now - On-Line at www.fasdonline.org/

TradeWinds Island Grand Resort, 5500 Gulf Blvd., St. Pete Beach, FL

Reservations 1-800-360-4016 - Fax #: (727) 363-2222

E-Mail: groupreservations@twresort.com

Group: Florida Association for Staff Development 2008 Annual

- o Standard Hotel Room \$119.00 o Standard One Bedroom Suite, \$156.00
- o Tropical Hotel Room, \$134.00 o Tropical One Bedroom Suite, \$186.00

Room prices are based on availability and
are being held at this rate until August 20, 2008.

HOW ARE REGION V DISTRICTS COPING NATIONAL

BECKY SHERMIS

Governor Crist signed a Bill, HB 5083, in early June cutting funding for Florida National Board Certified Teachers (NBCT) from \$88 million to \$55 million this 2008-2009 year. Florida is second to North Carolina in the most board certified teachers in the nation. Our state has almost 11,000 board certified teachers. For the 2008-2009 school year, the Legislature did not fund mentoring bonuses, capped a ten year limit on state bonuses tied to the average teaching salary of the state, and eliminated state funding for supporting 90% of the NB application fee. Region V districts share a close look at how their districts are being impacted by this \$41 million cut in the state budget next year.

Miami-Dade

Last year, National Board Certified Teachers in Miami-Dade County Public Schools provided nearly 69,000 hours of mentoring, coaching, and staff development services to other teachers through participation in the Dale Hickam Excellent Teaching Program. This year it will be zero. Of the 1108 National Board teachers we have in this district, approximately 70% of them have chosen to participate in the mentoring program. The loss of state funding for the Dale Hickam Excellent Teach-

ing Program mentoring bonus during 2008-2009 is a huge loss for our district as well as for the NBCTs.

Two years ago we developed a web-based electronic mentoring database through which NBCTs record all their mentoring services. This database allows us to track the types of services being provided by our NBCTs. This data has enabled us to quantify the impact of the mentoring program in this district. One great challenge we face will be maintaining our high level of support for new teachers through our Mentoring and Induction for New Teachers (MINT) program that was enacted last year. Last year NBCTs recorded nearly 25,000 hours of mentoring services for new and early career teachers.

Our MINT program was designed to strategically deploy the expertise of our highly accomplished NBCTs to meet the support needs of new and early career teachers. NBCTs provided one-on-one mentoring and coaching, lead professional learning communities of new teachers, and served as instructors of the Core Learning courses provided to new teachers. As a part of the New Teacher Orientation (NTO),

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 954.899.8068



Region V
 Broward–Collier–
 Hendry–Martin–Miami-
 Dade–Monroe–Palm
 Beach

WITH THE LOSS OF STATE FUNDING FOR BOARD TEACHERS?

(Continued from page 6)

NBCTs lead workshop sessions on a day we dubbed “Ready, Set, Go,” providing practical information and tips to help new teachers start the school year off right. These sessions have been widely popular with past NTO attendees. Frequently the NBCTs maintained contact with the new teachers in the weeks after the orientation sessions, providing ongoing support.

year. Supporting the 2008-2009 candidates represents another challenge for our district. We have depended on our NBCTs to address questions and provide positive encouragement to candidates in the past.

Submitted by Carolyn Guthrie, Executive Director, National Board Program, Miami-Dade Public Schools, cguthrie@dadeschools.net

Florida is second to North Carolina in the most board certified teachers in the nation.

Though we anticipate a reduced number of new hires during 2008-2009, the significant loss of NBCT for new teacher support is not limited to year one of MINT, which is a three year induction program. Our challenge will include providing continued support for new teachers in year 2 and year 3.

The changes made during the 2007-2008 legislative session have led to widespread uncertainty about the future of the Dale Hickam program. Many NBCTs are worried that the state will also cut funding for the bonus they receive for holding National Board certification. Potential candidates for certification can no longer count on the state to fund 90% of the \$2500 application fee. The loss of the NBCT mentoring bonus also means that National Board candidates will have difficulty locating NBCTs to provide support as they complete the rigorous year long certification process. These factors, coupled with the uncertainty about the future of the bonus program, are having a negative impact on the number of teachers applying for candidacy this

Palm Beach County

While the cuts have affected support for National Board Certification preparation, losing the state mentoring money for our district has not affected our new educator support programs. We are fortunate to have teachers from across the district, both National Board and qualified veterans, who continue to contribute their time to working with our new educators without being compensated. As professionals in their field, these mentors realize their importance in developing our new teachers.

For our Alternative Certification Program, we have online mentoring as well as school-site mentors. Candidates choosing our Alternative Certification Program benefit from both the online and school-based mentors’ expertise and guidance.

This year, we will have fewer new teachers coming on board than in previous years which will reduce the number of needed men-

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HOW ARE REGION V DISTRICTS COPING WITH THE LOSS OF STATE FUNDING FOR NATIONAL BOARD TEACHERS?

(Continued from page 7)

tors. We are anticipating approximately 350 new teachers for the 2008-2009 school year.

Submitted by Mr. B. E. Mondy, Jr., the new Director for the School District of Palm Beach County Professional Development Department.

Broward County

Broward County keeps an electronic database that tracks the mentor hours of national Board Certified Teachers. Due to the cut, it is estimated that Broward County will lose over 105,000 hours of mentoring.

It is important that we continue to recognize and support our National Board teachers and their contributions to our districts. The elimination of the state mentoring funds for National Board teachers was not only a financial blow to these educators but has had a major impact on our district as well.

Fortunately, for Broward, the School Board and Broward Teacher's Union (BTU) are committed to supporting our New Educator Support System (NESS) with district funds. Experienced teachers from across the district receive a \$1,000 supplement for their mentoring and coaching services under this program. This support is not dependent on National Board mentoring funds.

However, we depend on National Board teachers to help us mentor educators in many other areas. They support us in programs such as the Professional Learning Communities and General Knowledge Test reviews. While the district covers the funding for NESS, we still have depended on NBCT to provide additional support. NBCT's have provided support for

new teacher programs such as the New Teacher Academy (NTA) professional development follow-up and the district's Alternative Certification program where they have assisted us as assessors in the program. Like Palm Beach, we also are expecting to hire fewer new teachers for the 2008-2009 year – approximately 650 down from over a 1,000 in previous years.



The impact of this cut is devastating for the district and our teachers. This state support has been a motivating factor for teachers to remain in the classroom. It has encouraged them to assume leadership responsibilities at their schools and to believe their work is valued and appreciated. We have a big concern that this will affect teachers who are considering candidacy. Many have shared that they fear that state bonuses may be cut down the road as well.

Submitted by Marty Meeks, Human Resource Development Department, Broward County, Public Schools, marty.meeks@browardschools.com

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Monroe County

Monroe County School District (MCSD) has consistently supported National Board Certified Teachers and their efforts to document mentoring hours. In recent years, the focus of MCSD has been to create numerous opportunities for NBCTs to mentor other teachers. First, the MCSD Induction Program for New/Beginning Teachers provided the option of receiving a supplement or logging hours. Similarly, NBCTs assisted Alternative Certification candidates, created professional development opportunities in cooperation with district staff, and supported colleagues looking for growth in identified areas. The withdrawal of financial recognition for these teachers is a great loss to them individually and to the programs that the district structured to facilitate their success.

Submitted by Linda Diaz, TSA for Professional Development, Monroe County School District, linda.diaz@keyschools.com

Martin County

Loss of the NBPTS Mentoring Bonus is a tremendous disappointment to Martin County School District National Board teachers. The National Board Teachers spent many hours working toward the NBPTS certification and mentoring other educators. The monetary bonus was certainly a big incentive for them to do so.

Although the loss of the mentoring bonus is disappointing, the Martin County School District is fortunate to have teachers, NBPTS certified and not, that are willing to share their knowledge, experience, and skills with other educators. Like our neighboring school districts, we are hiring fewer new teachers this school year. With a 50% decrease in new hires and hiring only 60 new teachers this school

year, we fully expect our new teachers to get the professional development and support they need to be successful.

However, with the loss of the mentoring bonus, we will be revisiting various professional development plans currently still in the development stage. Since we had anticipated utilizing NBPTS mentors and were counting on the mentoring bonus to provide that extra incentive for the NBPTS teachers' participation, it is likely some of our plans will need to be revised.

In an effort to report on how the Martin County School District is coping with the loss of state funding for National Board Teachers I am reminded of a recent FASA communication from Jim Warford. He wrote: "... as people around the nation marvel that Florida school leaders have done so much with so little. How do we do more with even less? Answering that question may prove to be the most difficult challenge we've faced yet. Schools and districts are struggling to solve this problem. Our first priority is always to protect our students and their programs. To do that, we must also protect ourselves and, somehow, we must find a way to protect our attitude. Because not only is attitude everything... it may be the only thing we have left."

In the most comprehensive study to date of National Board Certification, the National Research Council NRC's extensive, multi-year report formally affirmed the National Board's positive impact on student achievement, teacher retention and professional development.

The committee found that students taught by National Board Certified Teachers make higher gains on achievement tests than those taught by teachers who have not applied for certification and by teachers who have not achieved it.

NBCTs are more likely to stay in teaching longer than other teachers, according to the NRC's analyses.

For more details
http://www.nbpts.org/about_us/news_media/press_releases?ID=420

TAKING POLITICAL ACTION

The Florida Association of School Administrators (FASA) has published the following guidelines for political action. As a courtesy to its membership, FASD is republishing the guidelines for its membership.

Political Action Guidelines

It is important that the FASA lead an "information-only" effort. We can not tell anyone how to vote, but we do have a responsibility to inform all voters about the consequences of Constitutional Amendments on the ballot in the November election.

Complaints filed with the Secretary of State's office of election violations mainly concern improper use of school resources for advocacy campaigns. Another problem is when enthusiastic staff members directly or indirectly tell students or parents how to vote. This is a direct violation of election laws.

Guidelines

1. It is our responsibility to inform the public about the constitutional amendments and to encourage voter registration and participation
2. In correspondence we must remember that: public funds (including your time on the job) may not be used to promote - they may be used to provide information.
 - ◆ *Advocacy letters and bulletins* can't be prepared during an employees work day - information can be prepared during the work day
 - ◆ *Advocacy letters* can't be printed on school stationary - information can. *During the working day*, individuals can't be encouraged to vote yes, but they can be encouraged to vote
 - ◆ *Information* must be factual in nature
 - ◆ *Staff members* must clear with the principal any messages they send to parents or the community to assure it informs rather than promotes
 - ◆ *All efforts* must be made to avoid any appearance that you are using influence on students to obtain a no vote

3. In phone calls remember that:

Advocacy can only be conducted outside an employee's contracted work day

Informational calls and those encouraging people to exercise their right to vote are not advocacy calls.

This information was taken from FASA
<http://www.fasa.net/Political-Action.cfm>

If you have questions regarding these guidelines, please contact FASA or the Public Relations/Communications Officer.



WEB
RESOURCING

Register for FASD Fall Leadership Conference
<http://www.fasdonline.org/>

Funding for Florida National Board Teachers
http://www.nbpts.org/resources/state_local_information/Florida

LEGISLATIVE UPDATES

CYNTHIA LOTT

According to the US Census Bureau in a report issued April 2008, the Public Education Finances of 2006, the percent of distribution of Elementary-Secondary Public School System Revenue by Source and State, Florida ranks 12th from the bottom at distributing 40.2% of State sources. The range of State resources is 31.4% (Nebraska) and the highest 89.9% (Hawaii). In the category of Elementary-Secondary Per Pupil Spending Amounts by State, Florida ranks below the United States mean of \$9,138 with a State mean of \$7,759. Florida ranks 13th from the bottom in the Union with spending per pupil.

With this in mind consider Ballots 5, 7, and 9 of the November 2008 election year as they may provide serious financial implications for Florida public schools.

Ballot 5: Eliminating State Required School Property Tax and Replacing with Equivalent State Revenues to Fund Education. A summary of the ballot calls for replacing state required school property taxes with state revenues generating an equivalent hold harmless amount for schools through one or more of the following options: repealing sales tax exemptions not specifically excluded; increasing sales tax rate up to one percentage point; spending reductions; other revenue options created by the legislature. Limiting subject matter of laws granting future exemptions. Limiting annual increases in assessment of non-homestead real property. Lowering property tax millage rate for schools.



Ballot 7: Religious Freedom. The ballot is summarized as proposing an amendment to the State Constitution to provide that an individual or entity may not be barred from participating in any public program because of religion and to delete the prohibition against using revenues from the public treasury directly or indirectly in aid of any church, sect, or religious denomination or in aid of any sectarian institution.

Ballot 9: Requiring 65 Percent of School Funding for Classroom Instruction; State's Duty for Children's Education.

A summary of the ballot requires at least 65 percent of school funding received by school districts be spent on classroom instruction, rather than administration; allows for differences in administrative expenditures by district. Provides the constitutional requirement for the state to provide a "uniform, efficient, safe, secure, and high quality system of free public schools" is a minimum, nonexclusive duty. Reverses legal precedent prohibiting public funding of private school alternatives to public school programs without creating an entitlement.

Each of these ballot initiatives is sponsored by the Florida Taxation and Budget Reform Commission. The ballot summary is authored by the submitting organization. Complete text is available at the Florida Department of State Division of Elections Initiatives / Amendments / Revisions web site.

Ballot 5 has Governor Crist's support.

Information from the Florida Department of State Division of Elections Initiatives / Amendments / Revisions

<http://election.dos.state.fl.us/initiatives/initiativelist.asp?year=2008>



FLORIDA ASSOCIATION FOR STAFF DEVELOPMENT
FASD Officers and Board Members 2007—2008



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